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Intermountain Reporter

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Intermountain Region

Ogden, Utah

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FEBRUARY 1994 MULTI-CULTURAL DIVERSITY CONFERENCE

★ A first; a prelude. Will become an annual event for Ogden-area Forest Service employees. ★ Over time, will replace "major" activities carried on as part of special emphasis months. ★ Learned ways to *Experience* Diversity (see page 27). ★ Was a "Coming Together" of paradigms, ideas and cultures. Promoted unity and appreciation for all. ★ Jump-started dialogue on people issues. ★ Gave employees tools to deal with difficult workplace and societal issues; i.e. workforce composition, environment free of harrassment, organizational change. ★ Lee Bussard, a popular speaker for the Lou Tice Institute, is a physically-challenged person who needs a straw to eat certain foods. At one speaking engagement, he was angry because the planners of the event hadn't provided him the needed straw. On the way home, his wife suggested that, in the future, he take his own straw. She reminded him that a person has a responsibility in meeting his/her personal needs. ★ A Forest Service group of employees known as U-MET discussed adjustments an employee might expect when moved to a small community. ★ As a Mega Savant, Kim Peek (the inspiration for "Rainman") and his dad, Fran, gave a remarkable demonstration proving that *everyone has abilities.* ★ "We must look at our current reality but not allow it to control our future," Lee Bussard, Lou Tice Institute, said as he spoke about overcoming physical disabilities.

Continued on page 2

Chip Cartwright, Acting Deputy Regional Forester of Resources.

The Navajo saying, "Make me walk in beauty as we journey together," was quoted by Chip Cartwright, Region 4's Acting Deputy Regional Forester of Resources, in his remarks at the February 24-25 Multicultural Celebration in Ogden.

He said the organizers and participants of the Multicultural Celebration should congratulate themselves for being a part of the growth he has seen since he was in the Intermountain Regional Public Affairs Staff 7½ years ago. Station and Region leadership are commended for their courage in having this type of event. It is significant.

"I pray that when we meet again," Chip said, "we will have grown from this investment in unity. If ever there was a time to unify, it is now. Differences are the strength for the unity that is to come."

Acting Regional Forester's Message

Robert C. Joslin, Acting Regional Forester.

When we started Total Quality Management in the Intermountain Region, we talked a great deal about making our way through the fog. We also talked about reaching the point in time when doing our jobs in a quality manner and serving our customers would become our standard way of operating. I think we've reached that milestone and I'm very proud to have been your partner as you made that happen. Quality and customer service is the way of life in Region 4, thanks to each of you.

A great deal of "hall talk" these days centers around the fact that Gray Reynolds has moved to the Washington Office, that Clair Beasley will continue to be tied up with the "Montrey Team" and that I will be moving to Region 8. I sense some of you are wondering about Region direction during this time.

We've worked hard at developing a Strategic Plan that is in line with RPA and the Forest Service Mission, Vision and Guiding Principles. I believe we know where we want to go and what we want the future to be. You know what to do and I suggest that you continue to work hard at making smooth transitions as there is a change in leadership in the Region. You can make our Strategic Plan happen if you really want to. Go for it and I can assure you that whoever is in the Regional Forester's office will support you. What a time to be a part of this great organization. I'm very glad to be a part of it and thank you all for what you've done in "Caring for the Land and Serving People."

BJ

Editorial Policy—*Intermountain Reporter*

The following editorial policy reflects the Regional Forester's desire to produce a quality Regional newsletter that enhances internal communications and helps make the Intermountain Region a good place to work.

1. Articles will feature people.
2. Each issue will attempt to contain something about each National Forest within the Region.
3. The Regional Forester's message will express personal feelings regarding situations within the Region.
4. The content will be consistent with Forest Service policy.
5. All submissions must be delivered to the Editor by the 10th of the month prior to the desired publication date.
6. Articles should be sent to the Editor on DG (Editor:R04A). Photos to accompany text are to be sent to the Editor separately with a hard copy of the text.
7. Articles should not exceed 800 words in length.
8. Photos should be black and white.
9. All articles are subject to editing.
10. Not all articles that are submitted will be printed.
11. The Editor has final say over content.
12. The author's name, title, and unit should be shown at the end of the article being submitted.

Pioneering Accessibility

Meet Don Rose, a true pioneer who has provided leadership in designing and constructing the Tahoe Meadows Whole Access Trail. A retired Nevada Bell employee, Don is a member of the Telephone Pioneers of America, a group that works to provide recreational facilities for physically-challenged individuals.

A few years back, the Telephone Pioneers of America became affiliated with the Tahoe Rim Trail Association, a volunteer group that has undertaken the construction of a 150-mile trail around Lake Tahoe. A partnership was formed between the Tahoe Rim Trail Association and the Toiyabe National Forest to build a trailhead facility and whole access trail in Tahoe Meadows.

Scheduled for completion this summer, the trail will be approximately one and one-quarter miles long and surfaced to accommodate wheelchairs. Interpretive signs will focus on the high elevation meadow ecosystem.

With the frequent help of from three to five other volunteers, mostly retired Bell employees, Don has cleared the way for the whole access trail. Numerous physical and mental obstacles have challenged the construction; i.e., large boulders, sandy soils, and finding trail-surfacing materials that would withstand climatic changes. Don has documented his efforts through photographs and a newsletter, "The Hardrocker."

A few lessons were learned about trail construction, railing height, and rest stop location when members of the Manteca Wheelers, the Region 6 Accessibility Coordinator and Carson Ranger District Recreation Specialists evaluated the trail's grade, bridges, and surface during a test run last August.

Without the volunteer efforts of Don Rose and the Telephone Pioneers of America, the Forest Service would have been unable to construct this trail to help meet a growing need for accessible recreation opportunities.

Jocelyn Biro
Recreation Planner
Carson Ranger District
Toiyabe National Forest

Patty Rose oils the redwood bridges along the Tahoe Meadows Whole Access Trail.

Don Rose is a Telephone Pioneers of America volunteer.

Salmon Savy

During September and October 1993, students from Wasatch County, Park City, Springville and Provo (Utah) came to Strawberry Valley to learn about the life cycle of kokanee salmon.

Forest officers from the Heber Ranger District of the Uinta National Forest worked cooperatively with folks from the Utah Division of Wildlife Resources (DWR) on this unique, environmental education program.

There's not a disinterested face in the group as the students learn about the life cycle of the kokanee salmon.

At the Strawberry Visitor Center and DWR Fish Trap, over 550 students (third to seventh grade) learned about the spawning run, the development of fry, the death of the adult salmon and the salmon's contribution to the food chain. The students also witnessed the artificial spawning process where fertilized eggs are sent to the hatchery for incubation. As they walked along the Strawberry River, they learned about the ideal habitat for salmon spawning and then saw Forest Service rehabilitation efforts to provide quality habitat.

It was a positive and enjoyable teaching experience and the Heber Ranger District plans to do it again next fall.

Extreme soil erosion has taken place in Cow Hollow, a drainage north of Strawberry Reservoir. Rehabilitation has been going on there for the past 3 years—and it has been done solely by students. After their field trip to learn about the salmon, fourth-grade students from Park City's McPolin Elementary made a followup visit in October to help reseed the Cow Hollow area.

Julie Jensen
Heber Ranger District
Uinta National Forest

DISTRICT GETS FIRED UP

The harsh—but normal—winter of 1992-93 ignited a community effort sparked by employees of the Weiser Ranger District, Payette National Forest.

"Without wood, the cost of a comfortably heated home can be very hard on those with fixed incomes or physical challenges," said Ed Svancara, Weiser's Forestry Technician. Ed matched a need and an opportunity, and produced a hearth-warming result.

The Blue Mill timber sale had left piles of slash that needed attention; and senior citizens needed wood. Ed quickly organized District volunteers Linda Strain, Greg Lesch, Allen Clark, Pam Braciszeski, Sharon Clark, Curt McChesney, Vicki Vogel, Kim Slyter, Melanie Sutton, Kristi Matthews, Todd Stevens, Andy Daudt, Doug Huggins, Ranger John Baglien, and families and friends.

A news release was sent to local papers and the word spread throughout the community. Earl Ford volunteered a hydraulic splitter. The Cambridge Circle A store offered ice and cups. The Weiser IGA grocery store provided beverages. Cambridge sawyers offered to cut logs. Enthusiasm was building!

Then on a warm, sunny, autumn day, everything and everyone came together to serve the valued senior citizens of the community. Twenty-five cords of wood were cut, split, and loaded into trucks. Refreshments flowed and spirits were high. By the end of the day, there were 40 happy and grateful seniors.

The esprit de corps was incredible and everyone had so much fun that all hoped the day would become an annual event.

Linda Strain,
Weiser District Recreation Technician
and
Susan Reinhard, Public Affairs Officer
Payette National Forest

Vicki Vogel, Resource Clerk on the Weiser Ranger District, and a senior woodgetter check out the truckloading.

Watchdogs of Wilderness Air Quality

A humble group of primitive plants is hard at work monitoring air quality in the Frank Church—River of No Return Wilderness.

Lichens, in which fungi and algae join in a symbiotic organism, have unique qualities which make them valuable environmental watchdogs. They efficiently accumulate pollutants but cannot excrete them because they lack the cuticles and pores that protect higher plants from environmental hazards. Heavy metals and other pollutants accumulate in lichen tissues. Some, like lead, are relatively harmless to lichens. Others, such as sulfur dioxide, a by-product of fossil fuel combustion, are very harmful. Many lichen populations near large cities were devastated when coal was heavily used for industry and heating in the 1800's.

Clayton Newberry, doctoral candidate at the University of California at Berkeley, examines a lichen colony on the Salmon National Forest.

In 1988, Brigham Young University (BYU) took on the project of monitoring air quality on the Salmon National Forest under a cost-share agreement. One part of the project was to inventory and study lichens—The Lichen Biomonitoring and Air Quality Baseline Project. Dr. Larry St. Clair, Associate Professor of Botany at BYU, became involved through his studies of lichens and their strong reactions to pollutants.

"By accumulating sulfur and heavy metals from polluted air, lichen tissues provide an early warning of pollution-induced degradation of mountain ecosystems," says Dr. St. Clair. "A carefully prepared lichen collection provides a baseline for monitoring air quality in a region over several decades."

The results obtained from analyzing the chemistry of selected lichen tissues, mapping all species in an area, and observing changes in their growth rates will issue a warning of adverse air quality changes long before more visible changes occur in other plant communities.

Dr. St. Clair has collected more than 200 species of lichens from within and outside the Frank Church—River of No Return Wilderness. The sampling began in the Wilderness but later was extended to different geological and plant habitat types in elevations from 3,000 to 10,000 feet. Lichens were sampled on ponderosa pine, Douglas fir, lodgepole pine, and sub-alpine fir habitat types in the Forest's four geology types (Challis volcanics, pre-Cambrian quartzites, sedimentary limestone and granite).

Samples of selected species were chemically analyzed at BYU. Additional samples will be gathered every 5 to 7 years to detect any changes. Last year (1993) was the last field season for the initial lichen collection. A report is due in 1995.

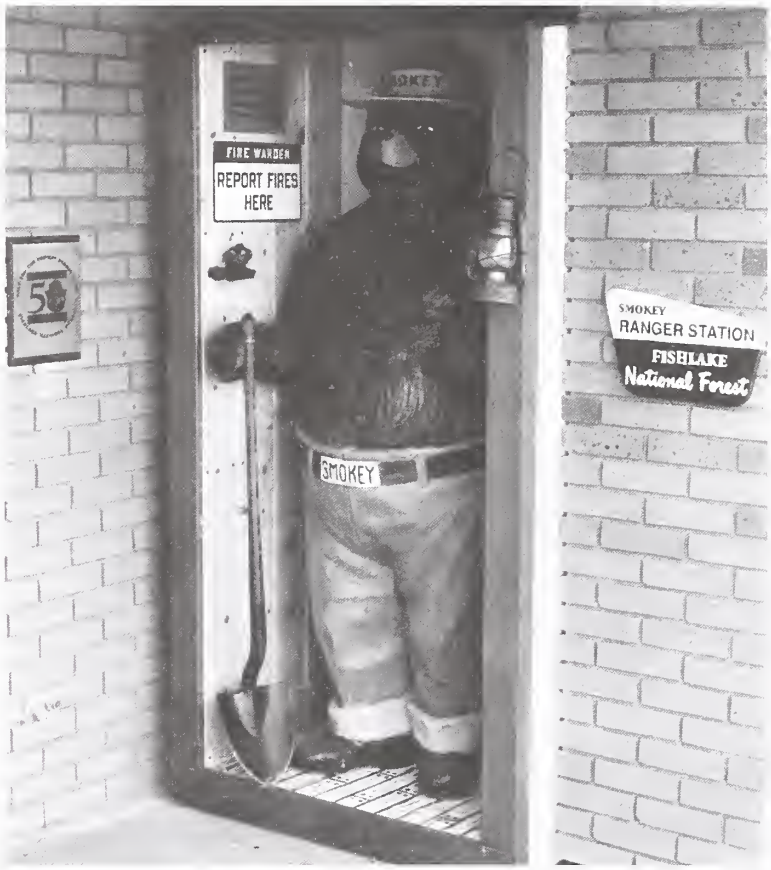
Dr. St. Clair and his research associate, Clayton Newberry, say their studies of local lichens and the now completed baseline will make air quality changes easily measurable. The Salmon Forest is ahead of most federal land managers in using lichens as air quality indicators.

So far, the data analyzed indicate that the lichens of the Wilderness and the rest of the Forest are healthy, showing no significant impact from air pollution. Concentrations of lead, sulfur and copper in these lichens are all extremely low. There is a great diversity of species and most of those species are abundant. Sulfur values, especially, are well below the threshold at which damage begins to occur to lichens. All of which indicate the Salmon National Forest has excellent air quality. Enjoy!

A study of bryophytes (mosses and liverworts) is next on the agenda. St. Clair and Newberry will begin a species survey next year, again on the Salmon National Forest.

Louise Brannan
Writer
Salmon National Forest

An Old Bear Has New Image and Better Neighborhood



Smokey greets folks from his own Ranger Station on the Fishlake National Forest while reminding them they have a very personal and important responsibility in preventing forest fires.

For years, Smokey Bear stood a vigilant but lonely watch at the north end of the Fishlake National Forest Supervisor's Office in Richfield, Utah. After being exposed to season after season of blistery weather, Smokey was looking haggard and old.

To celebrate his 50th birthday, Smokey got a much-needed facelift and a new home in a better neighborhood. He now stands just outside the front door of the Supervisor's Office where he silently reminds each visitor of his motto—"Only YOU can prevent forest fires!"

The idea to build Smokey a new residence came while redecorating the front lobby of the Supervisor's Office under the direction of Bob Leonard, interior designer and part-time Archeologist, and Cortec Design Service of Helper. As part of the Cortec contract, Smokey was taken to a prominent fiberglass surgeon who suctioned, nipped, tucked, lifted and painted the old bear. When the "new" Smokey returned to the Fishlake, it was agreed that he needed to be moved uptown (by the front door of the Forest Supervisor's Office) where he could be near his customers.

As a would-be "Mr. Fix-it," I volunteered to build Smokey a shelter modeled after a typical Forest Service ranger station— you know, cedar shingle roof and green and white paint. It took several of the Forest's larger employees to get the 6'2"-tall x 4'-wide bear into his new home.

With Smokey on his porch, Soil Scientist Mike Smith and I designed a miniature sign identifying the building as the "Smokey Ranger Station." Linda Chappell, Fire Specialist, used her flair for the unique to help design a commemorative plaque using Smokey's 50th anniversary logo. Extra little touches were added to make the Ranger Station even more authentic. Those touches included historic Forest Service signs (e.g., Fire Warden, Report Fires Here), an old fire shovel, and a framed picture of one of Smokey's friends.

It's nice having the bear back home. Broad smiles appear when children discover that their friend has returned.

The next time you visit the Fishlake Supervisor's Office in Richfield, be sure to stop and say "Hi" to Smokey.

Kevin P. Greenhalgh
Student Trainee Forester
Fishlake National Forest

THE WILD SIDE OF THE YANKEE FORK

During the summer of 1993, the Yankee Fork District of the Challis National Forest put the finishing touches on two projects aimed at implementing the Watchable Wildlife program. The Idaho Fish and Game and the Sawtooth Wildlife Council were partners on both projects. The Sawtooth Wildlife Council is a nonprofit group designed to increase the awareness of and appreciation for the diverse wildlife populations within the upper Salmon River ecosystem. The Council provided greatly needed volunteer labor for both projects.

The first project was constructing a mountain goat viewing area at a site along the Yankee Fork of the Salmon River where Forest visitors have a unique opportunity to view mountain goats at close range—just a footstep from their vehicles. To enhance this opportunity, construction at the viewing area included an educational life history sign, an area (off the main road) for safe parking and, for extended viewing, two benches set in the shade of lodgepole pines. The trail and the site were surfaced and hardened for access by the physically challenged.

In keeping with the flavor of the "Land of The Yankee Fork" State Park and National Forest Historic Area, native materials were used extensively to create a rustic atmosphere.

The second project explains the life history of the chinook salmon, a threatened species, at an interpretive site along Marsh Creek. A sign there explains that Marsh Creek, a major tributary to the Middle Fork of the Salmon River, is managed as a wild chinook salmon fishery. No stocking has ever been done to supplement the native population. The salmon that travel over 700 miles from the Pacific Ocean to spawn in Marsh Creek are direct descendants of the salmon that have returned to these ancestral waters for hundreds of years. The sign asks visitors to observe the spawning ritual from a distance so as not to disturb the salmon, a courtesy that will help ensure the survival of this wild stock for future generations.

Tod B. Williams
Natural Resource Specialist
Yankee Fork Ranger District
Challis National Forest

On the NATIONAL SCENE

STEWARDSHIP CONFERENCE REACHES OUT TO FUTURE

As the increasing United States population places many and varied demands on forests, private landowners must have the knowledge and means to be even better managers and stewards of their forests. Stewardship means enhancing and retaining for future generations the many values and benefits that forests provide.

The first-ever national stewardship conference, April 26 to 29, will bring together from every state 300 of the best stewards of forest land. Sponsors of the conference, including the Forest Service Cooperative Forestry staff, hope to turn attendees into ambassadors who will carry the stewardship message back to their states, communities, and neighbors. The conference will be at the Arbor Day Farm's Lied Conference Center in Nebraska City, Nebraska.

Although the Forest Service and National Association of State Foresters are sponsors, landowners are full participants in planning and designing the conference. They have chosen "Forest Stewardship: Living a Legacy and Passing It On" as the main theme. Conference workshops will stress the global value and importance of landowners' individual accomplishments.

With the expected success of this first effort, it is anticipated that more conferences will follow to lend emphasis to sustaining our Nation's private forests for the benefit of all.

CHANGES IN CAMPGROUND RESERVATIONS

Effective January 1, a new contractor took over reservations for campgrounds in the 156 National Forests and Grasslands throughout the United States, Alaska and Puerto Rico. The new phone number is 1-800-280-2267. For the hearing and speech impaired, the number is TDD 1-800-879-4496. Both family and group reservations will be made through these numbers. The reservation center will be able to tell customers which campgrounds are available, an aide for planning vacations.

The National Forest Reservation Center will operate during the following hours:

JANUARY through SEPTEMBER

Monday - Friday
9:00 a.m. - 9:00 p.m. EST*

Saturday - Sunday
11:00 a.m. - 7:00 p.m. EST*

OCTOBER through DECEMBER

Monday - Friday
11:00 a.m. - 7:00 p.m. EST*

*These times remain constant—on or off daylight savings time.

Fees for reserving campsites throughout the National Forest System are $7.50 per family for a site and $15.00 for a group site. There is a $7.50 fee for cancelling reservations.

ACTING DIRECTOR FOR INTERMOUNTAIN STATION

Rocky Mountain Station Director Denver Burns has been named the Acting Director of the Intermountain Station. The acting assignment is effective until Secretary Espy makes a decision to consolidate or not consolidate the Intermountain and Rocky Mountain Stations. Burns will split his time between the two Stations. At a November family meeting with Intermountain Station employees, Burns said he would do nothing to compromise the independent integrity of the Intermountain Station.

LASSIE, AS YOU REMEMBER HER

How many of you are willing to admit that your career was influenced by Lassie when she and Ranger Corey Stuart worked for the Forest Service (on television). Friends and fans of Lassie will be happy to hear that a book "Lassie: A Dog's Life (The First Fifty Years)" by Ace Collins, Penguin Books, NY 1993, is available. It has a section on Lassie, Eco-Dog, and her televised Forest Service career. During that era, starting in September 1964, the Forest Service worked with the producers to make the show ecology oriented.

SMOKEY Has No Plans for Retirement

A nationwide celebration of the 50th Anniversary of Smokey Bear began last October and will wind up on August 9. The Forest Service, National Association of State Foresters, Advertising Council, Department of the Interior agencies, and a host of collaborators are using the Anniversary to make the public more aware of the importance of preventing accidental, person-caused wildfires that affect lives, property, and natural resources.

The first flight of the Smokey Bear hot air balloon marked the national kickoff of Smokey's 50th Anniversary. This maiden voyage took place on October 2 at the 1993 Kodak Albuquerque International Balloon Fiesta. Other events planned throughout the year include parades, rodeos, fairs, and more, all highlighting Smokey's 50th.

What is being done in the Intermountain Region? Well, Smokey's 50th Anniversary was inaugurated at the Utah Jazz basketball game on November 24. The Jazz presented Smokey a giant birthday card which will be displayed August 9 in Washington, D.C.

A Smokey Bear 50th Anniversary display has been designed that cooperators can use at fire prevention activities. Three displays are available—one each for Idaho, Nevada and Utah.

Federal, state and local fire service organizations within the Great Basin area are planning Fire Awareness Days, a unique way to celebrate Smokey's Anniversary while promoting fire prevention. The primary objective is to educate as many people as possible, especially schoolchildren, about the dangers of wildfire and what each of them can do to prevent wildfires caused by carelessness.

News media will be invited to Fire Awareness Days to enlist their help in "spreading the word" on fire prevention. Attractions will include displays of fire prevention memorabilia, a video showing Smokey Bear's history, and live demonstrations of prevention activities.

Placemats with a fire prevention theme have been designed for Smokey's 50th. They will be distributed during the 1994 fire season to restaurants who wish to be a partner in fire prevention. Communities with a history of person-caused fires or those located in an interface area will be targeted for involvement.

Many local fire prevention activities are scheduled for 1994. All of these interagency events will focus on Smokey's 50th celebration. The Utah Division of State Lands and Forestry says Smokey's summer activities in Utah will include taking part in Ogden's Pioneer Days Rodeo, visiting Moab's Jeep Safari, Bear Lake's Raspberry Days and the Provo Freedom Festival.

The 50th Anniversary 1-day closeout on August 9 at the Mall in Washington, DC, will be a "Celebration of the Past and a Springboard to the Future." It will launch the next 50 years of cooperative forest fire prevention. With a firm, steady hand, Smokey will cut his birthday cake.

He'll be surrounded by festivities that will include displays, gifts from around the country, Smokey memorabilia and a video about him. Our Region's Anniversary exhibit also will be on display there.

Things have not always been easy for this fire prevention bear. Some people say Smokey's message leaves no room for fires that serve as a vital part of a forest's ecology. From the beginning, Smokey's very focused mission has been to educate people in what they can do to prevent accidental wildfires. Although Smokey's wildfire prevention message is as memorable as it is long lasting, today's professionals recognize it as but one tool in ecosystem management.

Lola Murray
Information Assistant
Uinta National Forest

The National Wildfire Coordinating Group recognizes the three "E's" of prevention:

EDUCATION

ENFORCEMENT

ENGINEERING

CIRCLING THE REGION

1996 CAPITOL HOLIDAY TREE TO COME FROM UTAH FOREST

The Forests of Utah will provide the Capitol Holiday Tree, sometimes called the "People's Tree," in 1996. A National Forest has been so honored since 1965 when this tradition began. Nominations for this honor are made to our Washington Office where the selection is made. There is no cost to the taxpayers. A community committee raises the money for transporting the tree to Washington, D.C., and handles the publicity, cards, ornaments and any other items and costs.

The chosen National Forest provides a 65 to 75-foot tree and coordinates events, provides national publicity and sends a detailer to Washington to assist with preparations during the final 3 weeks.

The selected Forest and the communities involved also send approximately 60 trees of varying sizes and species to the Senate, House and Department of Agriculture offices and public areas.

The Capitol Architect, members of Congress, and the Speaker of the House hold an elaborate tree lighting ceremony in early December. Members of the involved communities usually pay their way to attend a morning reception with the Chief, a tree lighting ceremony and an evening reception hosted by congressional officials for the State that provides the trees.

AGENCY COLLABORATION

On February 16, the Intermountain Region of the Forest Service, the Soil Conservation Service in Utah, and the Wasatch Front Resource Conservation and Development Council signed a memorandum of understanding. By so doing, they agreed to help people along the Wasatch Front and in neighboring communities to conserve, improve and sustain the Region's natural resources through community and rural development activities. David Spann (New Meadows District Ranger on the Payette Forest) has been chosen as the RC&D Coordinator, a position filled from Forest Service ranks but jointly funded and directed by the RC&D Council, Forest Service and Soil Conservation Service. The Utah Association of Conservation Districts has agreed to provide the RC&D Council a grant to cover a portion of the cost. The RC&D Coordinator will represent USDA in working with the RC&D Council and will provide leadership in planning, coordinating, and administering activities. The arrangements created by the memorandum of understanding are a first and signal improvements in how federal agencies can work together here and in other areas of the country.

JOIN THE WILDFLOWER CELEBRATION

To celebrate wildflowers is to promote the importance of conservation and management of native plants and their habitats by emphasizing the aesthetic, recreational, biological, medicinal and economic values of the wildflowers. The National Forests and Grasslands are truly America's wildflower gardens. The week of May 23-29 has been set aside officially to Celebrate Wildflowers. Mitchel R. White, Ruby Mountains District, Humboldt National Forest, P.O. Box 248, Wells, Nevada 89835 is coordinating the Regional effort. Mitchel's phone number is 702-752-3357 if you have suggestions or questions.

SYRINGA

(Philadelphus lewisii)

- **Idaho State flower.**
- **Named for Merriweather Lewis.**

This is a reduction of one of the coloring sheets to be used in conjunction with the Wildflower Celebration in the Intermountain Region.

WELLNESS PROGRAM AWARD

In November, Utah Governor Mike Leavitt presented a Worksite Wellness Award to Kathy Meyers, Director of Human Rights and Services for the Intermountain Station Headquarters and the Intermountain Regional Office. The Governor's Council on Health and Physical Fitness identified as outstanding the combined Ogden Forest Service (Station and Region) wellness program for 1993. The Governor's Council surveys employee wellness programs around the State in private corporations, hospitals and public agencies, etc. Evaluation criteria include types of activities, amount of participation, types of incentives and results of the program from both employee and management perspectives.

Director Kathy Meyers said, "We have had a contract with Weber State University's Department of Health and Physical Education for the last several years. Department faculty provide guidance to employees and the program."

In the past, Ogden Forest Service employees had a part-time nurse on site who took blood pressure, dispensed over-the-counter medications and provided other types of assistance. This year, the program moved in a new direction.

The Weber State University contract was scaled back and a contract signed with Sheri Bingham, a graduate of Weber State University's Lifestyle Management program. As our new Wellness Coordinator, Sheri is in the Federal Building 20 hours a week to take blood pressures and consult with employees about their personal health and wellness. She also arranges educational and motivational presentations and activities.

The Wellness Program recently sponsored a Health Fair in the Federal Building with about 20 health agencies and health insurance providers on hand for 2 days giving advice and information to the more than 200 Forest Service employees who came to the Fair. Some of the organizations represented were the American Cancer Society, the American Diabetes Association, the American Heart Association, the Arthritis Foundation, a masseur, an audiologist, and a podiatrist.

A very active Wellness Committee is part of the program. The Committee is made up of representatives from the various staffs and units. It meets monthly, conveying information and ideas to and from employees and carrying out activities. Activities include annual health assessments, health consultations, a fall walk, the Mini-Olympics, mammograms, noon and after-work aerobic classes and ongoing educational presentations.

(By Sonnet House, Wellness Program Manager. Also printed in the November/December 1993 INTercom, the newsletter for the Intermountain Station.)

With the torch held high, Sheri Bingham, Wellness Coordinator, says "Let the Mini-Olympic Games begin." This is an annual event sponsored by the Wellness Committee.

Team members spur on Lynda Aoki, EEO Assistant in the Regional Office. The team is building Mini Olympic points by participating in the soccer event.

Fall Meeting of the R-4 Civil Rights Action Team

It was an eye-opener when the new members told the R-4 Civil Rights Action Team (CRAT) that CRAT is perceived as representing mostly "management." While there's nothing wrong with being "management," that doesn't apply to CRAT membership.

Members who attended the Fall 1993 CRAT meeting included a SCSEP Enrollee, Resource Clerk, Smokejumper, Fire Management Officer, Secretary, and Recreation Forester. CRAT members are people with varied backgrounds and experiences who assemble in an atmosphere where it is o.k. to agree or disagree in arriving at the best ways to achieve a multi-cultural workforce. The topics brought before CRAT are rarely simple and the discussions are almost always intense and passionate.

The charter requires CRAT to assist the Regional Forester in pursuing a multi-cultural workforce and Civil Rights programs that benefit all Regional employees. *Article IV: Relationship to Management* By-Laws states, "CRAT serves as an advisory committee to the Regional Forester. It also serves as a channel of communication for all employees in the Region regarding Civil Rights programs."

One purpose of CRAT is to explore resolution of issues that have Regional impact and provide completed staff work to the Regional Forester. Appropriate issues include those (1) where policy is ineffective or does not exist, (2) that can be resolved through increased awareness, or (3) that will further the Civil Rights progress in the Region but do not require policy.

The issue selection process has five steps:

1. CALL FOR ISSUES

Sixty days prior to each semi-annual meeting, the Team Chairperson sends a letter to Team members asking them to respond (by a specified due date) with issue considerations.

Anne Boeder, outgoing CRAT Chairperson, watches Easter Seals of Utah Representative Royal Tibbets (in the wheelchair) as he demonstrates accessibility challenges. Ann is in the background and wears a dark blouse.

2. CANVASSING

Each Team member is expected to canvass his/her unit for appropriate Regional or National issues or concerns, using whatever procedures are effective for that unit, and to respond by the due date.

3. ISSUE FORMAT

Each issue submitted for consideration should be clearly written in the following format:

a. Issue Statement
b. Situation Statement
c. Suggestions for Resolution

An issue is never dismissed outright; however, Team members have to use some discretion when submitting issues for consideration by the Team. CRAT members are responsible for reporting the status of a issue back to the submitter. That report will include an explanation of the "why" when an issue is not forwarded to the Team.

4. EVALUATION

Before each semi-annual meeting, the CRAT Chairperson reviews, compiles and forwards to Team members a list of submitted issues. Members are to review the issues prior to the meeting. The Team reviews the package at the meeting and selects the issues it will address. Evaluation of each issue includes the following criteria:

- What is its scope?
- How would its resolution assist the Region's overall Civil Rights program?
- What is its potential for resolution in a timely manner (6-12 months)?
- What are the consequences of rejecting it?
- Can it be resolved by following existing policy or procedures?

5. SELECTION AND RESOLUTION

If the Team accepts an issue, an ad-hoc group is formed. At each meeting, ad-hoc groups refine situation statements and alternatives and develop an action plan. Issues that are accepted are then sent to the Regional Forester for approval and comment. For each approved issue, an appropriate Regional Staff is assigned to work with the ad-hoc group who does the necessary staff work.

CRAT recently worked on the need for 24-hour dependent care. This issue hasn't yet been sent to the Regional Forester for approval and comment but, when it is, the ad-hoc group will propose that a list be compiled of options for 24-hour dependent care services on each Forest.

Suggested options:

- Child Care
- Network Hospitals
- Nanny Services
- Children's Aid/Foster Care
- Churches
- Schools/Colleges
- Local Day Care Providers
- UMET
- Ad in Paper/Job Service
- Forest Service Employees
- Chamber of Commerce

Mike Foster, Tina Florence, Judy Carvelho, Jim Dunford, Jim Caswell, and a wonderful Chairperson, Anne Boeder, have completed their CRAT assignments. Their departure has left a significant void, but new members always enrich the workings of CRAT in their own special way. New members are: Harry Sherman, Dave Faike, Rich Nieto, Dana Horton, Greg Sorenson, Mae Franklin, Jack Bills, and Jim Duncan.

The next time a semi-annual CRAT meeting is held on your Forest, sit in on as much of the meeting as you have time for. CRAT members value employee input and participation. You'll witness a group that is open, honest, and passionate about Civil Rights.

Father Christmas Brings Generous Donation

Father Christmas is re-created by the Ogden Forest Service Women's Association. He and his forest setting (includes two decorated trees) were to be sold to a commercial firm for a $5,000 donation to the Primary Children's Hospital in Salt Lake City.

The Ogden Forest Service Women's Association (includes employees from the Intermountain Station and Region) created a Christmas fantasy for a fundraising auction at the 1993 Festival of Trees at the Salt Palace in Salt Lake City. The creation earned $5,000 for the Primary Children's Hospital.

Old Father Christmas, two deer, and two Christmas trees (fully decorated with items made by Forest Service employees) were the symbols chosen to depict the Forest Service Women's Association theme—An Old World Christmas.

Unable to find a local store willing to donate a mannequin, Phyllis and Russ Rogler drove all the way to Seattle to get a "naked form" that Pat Gardiner gave new life to.

A call immediately went out for a wardrobe crew. New clothes that looked authentically old were carefully fashioned by Bill Keith, Maria Enfield, Patsy O'Donovan, and Susan Haywood under Pat Gardiner's ever watchful eye and fine tuning.

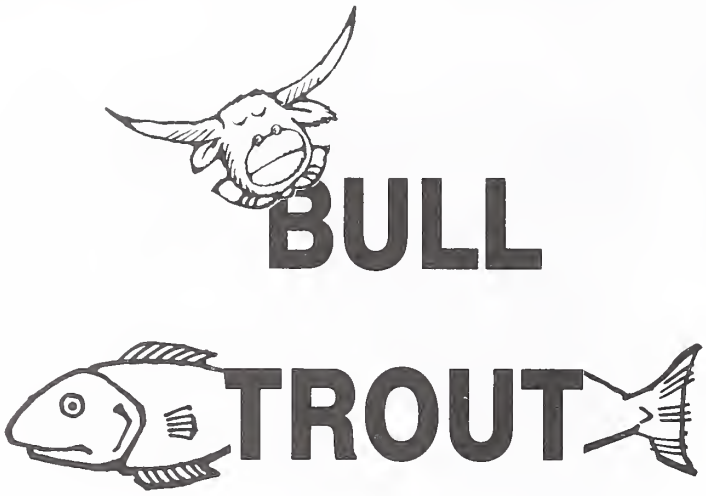
A forest setting worthy of Father Christmas' presence was designed by Karen Duncan, LeAnn Tracy, Helen Blackner, Judy Barker, Pam Campbell, Jan Singleton, Gayle Cash, Eileen Palmer, June Wallin, Udene Slama, Liz Craghead, Stacy Grimes, Maria Bingham, Ann Bingham, Sue Van Allen, Lorrie Wiggins, Anita Sato, Norma Shupla, Ron Broderius, and Susan McDaniel. Colleen Anderson created the interpretive narrative that told viewers the story of Father Christmas.

Sitting quietly in the center of this scene was a picture of Brock Thomas, to whom the display was dedicated. Brock was the son of Sharon Thomas from the Social Security Office (shares second floor space in the Ogden Federal Building with the Intermountain Station.) Brock was killed last fall in an accidental shooting outside his home in Kaysville, Utah.

Rita Kennedy
Employee Development Specialist

(This article also was printed in the November/December 1993 issue of INTercom, the Intermountain Station's newsletter.)

Kid's Corner...



When you think of the trout family, which fish spring to mind? Cutthroat trout, rainbow trout, brook trout or even the famous Pacific salmon are usually the first. But there is another—it is a bull trout—which gets less notice than its famous relatives.

Until recently, the bull trout wasn't very popular and was thought to be a dolly varden. In fact, not too many years ago, bull trout were killed off. This was probably because of their reputation for eating other fish. Recently, however, people have come to appreciate this less known member of the trout family.

In the past, bull trout were found in rivers and streams throughout the Northwest but unfortunately, for a number of reasons, many of those bull trout have disappeared from Washington and California. Most of the remaining bull trout are in Idaho, Montana, and eastern Oregon.

Some bull trout live their lives in big rivers like the Salmon. Others spend their time in tiny creeks, usually supplied by springs. Still others prefer lakes and reservoirs. Wherever they are, you can be sure the water is cold and clean. That is why you can sometimes find bull trout where springs shoot icy water from the ground.

Like all trout and salmon, bull trout reproduce by spawning. You have probably heard all about how salmon swim upstream to spawn. We call this journey a migration. Did you know that many bull trout do the same thing? But, they don't come all the way from the ocean as the salmon do. They migrate from lakes or larger rivers into small streams to lay their eggs. In Idaho, this usually happens in the fall.

One of the problems bull trout have when they reach their spawning grounds is to mate with closely related brook trout which produces young fish that are a mixture of both parents. That's called hybridization and the young fish is called a hybrid. Over a long period of time, hybrid fish can take over and reduce the number of pure bull trout.

Bull trout bury their eggs under gravel while the young fish develop inside. The eggs need big spaces in the gravel so the water can bring them oxygen to breathe. If too much mud or sand gets in the stream and fills the spaces in the gravel, the eggs suffocate and die. After hatching, young bull trout mostly feed on the many small insects which live in the water.

Bull trout mature more slowly than their rainbow, cutthroat and brook trout relatives. It takes from 4 to 6 years for bull trout to become adults and they may live to be 20 years old. What they eat and how big they get depends on where they live. Those trapped in small streams do not have enough room or food to get very big; however, fish that live in rivers or lakes can grow to be as big as 38 pounds!

As they grow, they feed more on small fish, such as sculpin and small whitefish. Given the opportunity, the larger fish will also eat snakes, frogs, ducklings and small rodents. As a matter of fact, it is this aggressive feeding tendency and the fish's broad head which prompted people to name it bull trout.

The next time someone mentions trout, you can tell them the interesting story of the bull trout. And, if you are lucky, you might see one the next time you visit a nearby stream.

Andrew Madden,
Bureau of Land Management

Everyday Serving People

October 15, 1993

Hugh Thompson
Forest Supervisor
Dixie National Forest

Dear Mr. Thompson:

I am writing this letter to you concerning someone from the St. George office. I'm afraid all I know is her first name. And that is Trish. She has been extremely helpful to us when we have been in St. George. Not only was she friendly, she took the time to be helpful in answering questions regarding the local area. You see we come from California to deer hunt. . . . Trish was so very helpful last year, we've already contacted her this year as well. We'll be stopping in on the 20th to say hi to her. I just thought it might be nice to know there are some wonderful people working for our Forest Service.

Sincerely,

/s/ Anita Nunez
Santa Maria, California

("Trish" is Patricia Larsen, Information Receptionist, on the Pine Valley Ranger District.)

October 1993

Dear Forest Supervisor Burns:

Last summer, a close friend and I volunteered at your Forest. We were given a warm reception and had a great overall experience. We liked it so much we would love to come back this summer and do it all over again. But that's not the reason for our letter to you.

Last year at this time, I was frantically trying to get a summer position with a National Forest or with the Parks. I wrote to and called many, many Forests and Parks. What I usually found was a cold, impersonal approach by the various personnel departments and volunteer coordinators, with one big exception—your Forest.

When we first called the Salmon National Forest, there was something very different in the approach by your Volunteer Coordinator Mike Demick. He was faced with the tough job of finding a job for two culturally deprived, backward Easterners. Things didn't look too good. At times, we thought we wouldn't be able to go West to work for a Forest, but Mike kept working hard to find us a volunteer job. After at least 4 months of letters and phone calls, Mike found us a great job in fisheries. He arranged most of the specifics . . .

When we arrived in Idaho, Mike got us settled in our living quarters and helped us adjust to our new surroundings. He became a great friend and a great help to us and other volunteers we met. Without Mike our experience would not have been as smooth and fulfilling. Mike Demick, in our eyes, deserves a pat on the back!

Thanks to you and all the employees of the Forest for our great western experience.

Sincerely yours,

/s/ R. Murphy and G. Buscaglia
Southbridge, Massachusetts

October 27, 1993

Colleen Anderson
Editor, Intermountain Reporter

Dear Mrs. Anderson:

. . . This past August, my sister Faith and I traveled to Albion Basin to see the alpine wildflowers. We write an international newsletter for singles who love plants and we wanted to do research for a story about "Nature's Flower Gardens." However, since we grew up in the Midwest, we were familiar with only a few of the many gorgeous blossoms we came across there, and our guidebooks weren't much help.

Just as we were beginning to feel frustrated by our inability to identify the flowers, a very friendly face emerged. It belonged to Nancy Krebs . . . . Perceiving our difficulty, she gave us wonderful clues which helped us to identify one particular floral "stumper." Then she led us on an incredibly spectacular alpine wildflower tour! We would like to commend her for her expert knowledge and helpful ways. She made our visit to Albion Basin very special and most memorable. We wrote about our experience in our "Stamping Ground" newsletter which is subscribed to by 300 members in 48 states, Canada and New Zealand.

Please give our thanks to Nancy and other rangers for the fine work they do . . . .

Happy autumn hours,

/s/ Gracia Roemer and Faith Wong
Co-Founders of Single Soilmates and Nature Lovers

● The "Stomping Ground" newsletter account of this experience said, "She told us about the medicinal value of various plants and provided a handout featuring interesting information about blossom shape and color preferences of pollinators such as wasps, butterflies, moths, and beetles. Nancy is highly skilled in interpretation and wilderness education. We encourage you to write the Forest Service in support of the important work seasonal rangers do, in order that it may continue.

● (Nancy Krebs is the Wilderness Education Coordinator on the Wasatch-Cache National Forest. Others have recognized Nancy's contributions. See an article about her on page 19.)

● This letter is also an unsolicited endorsement for the Celebrating Wildflower Week which begins May 23.

DON'T WORRY! BE HAPPY!

It's a simple philosophy, but one that can have vast repercussions. Research shows that most illnesses, including headaches, backaches, heart disease and digestive ailments can be caused or influenced by our feelings. A positive attitude will help you work better, too. Optimism gives you energy and enthusiasm.

Next time you're ready to give in to the blues, try these tips:

1. Don't take everything so seriously. There are few problems that have truly monumental consequences.

2. Try to see the positive aspects of problems. You can find a bright side in almost every situation—if you look hard enough.

3. Smile. It's easier than frowning, which requires 78 muscles. A smile uses only 14.

4. Use positive people as role models. Focus on someone who seems to make the best of any situation. This person can show you how he or she maintains that attitude.

5. Learn to accept situations over which you have no control. It can be frustrating to see a problem that needs fixing, but sometimes it is either inappropriate or simply impossible for you to help.

6. Be satisfied with results once you've done your best.

7. Be part of the solution. It's more challenging—and inspiring—to try to fix problems than just to point them out and dwell on them.

8. Take time to reward yourself. You deserve appreciation, from yourself as well as from others.

9. Expect the best of people and situations.

10. Appreciate the good things that happen. Stop focusing on what is lacking in your life. Count your blessings, not your troubles.

It's not always easy to maintain a positive attitude. Like most things, it requires work. But the results are worth it.

TIP OF THE MONTH

Many of us are paralyzed by a fear of failure. We refuse to speak out or take initiative because we might suffer rejection or embarrassment. So we often do nothing—and go nowhere—and let ourselves become consumed by boredom, frustration, disappointment and anger. Don't let a fear of failure conquer you. At the very least, you can say to yourself: "I tried."

An Intrapreneurial Spirit Affects Bottom Line

Entrepreneurs start businesses. Intrapreneurs try to improve existing ones. Like people, there isn't an organization in North America that couldn't stand a little improvement. And you don't have to be the boss to create positive change. You can focus on your own individual contributions or make suggestions that will alter the big picture. Either way, ultimately, you can have an effect on the bottom line.

✔ Start with your own job. Are there ways that you can streamline certain tasks or processes? No idea is insignificant. Maybe it's finding a cheaper source for supplies. Or determining that a certain task is now obsolete, freeing you up to take on different, more constructive responsibilities.

✔ Change your way of thinking; do the same thing in a different way. Take a problem or situation and try to look at it from a completely different angle. Sometimes challenging a traditional belief is what's needed to achieve a breakthrough.

✔ Sell your vision.

✔ Be persistent. Stay with the project long enough to let it succeed. There are bound to be setbacks and pitfalls in implementing new ideas, but don't be easily discouraged.

FOREST SERVICE LEADER KEEPS EYE ON RESOURCES

Gloria Flora likes to think of herself as an agent of change. As the Ecology Resources Group Leader (ERG) on the Bridger-Teton National Forest, Flora oversees and coordinates renewable resource management projects involving soil, water, air, timber, wildlife, fish, rangeland and recreational use on the second largest National Forest in the lower 48 states. She is an accepted leader known for her uncompromising determination to foster and maintain harmonious diversity on National Forest lands and in the workplace.

In addition to her duties as ERG Leader—which include the execution of land steward projects budgeted at over $6.5 million—Flora is active in promoting women and their possible leadership roles in a vital, changing field. She has created workshops designed to focus women on achieving greater success in management positions. She has proven herself a leader capable of eliminating an agency's functional obstacles by bringing project managers with similar interests together.

Flora is active in the public sector, presenting papers and speaking to national resource managers. By offering ideas to others in her line of work, Flora hopes to redefine the ecosystems in a way which will enable resource managers to manage our wilderness lands successfully into the 21st century.

Flora graduated from Penn State University with a degree in landscape architecture. She chose not to concentrate on small-scale landscape design . . . "I was into . . . area planning and the human use of large tracts of land," she said.

After graduating, Flora tood a job as a landscape architect with the Forest Service in northern California at a time when the concept of ecology resource management was undergoing significant changes. Visual resource management—a science based on human aesthetics rather than data manipulations—was only then becoming valued as a method to preserve the integrity of forest and wilderness lands.

As part of an agency with very traditional views and practices, Flora's new ideas have not always been met with open eyes and ears. "It's very hard for an agency focused on science to involve human elements in their studies," she said. "I've always been concerned with people in the landscape and the ecosystem. I look to see how they relate to it and how they are using it. Then I look to find ways to maintain the land's ability to best sustain its biodiversity."

Having helped to pioneer programs with the Wilderness Task Forces, Flora is proud to see user recommendations being incorporated into her office's decisionmaking practices.

In particular, Flora cites the many outfitters and guides who operate on the forest lands for their valuable input regarding trail management.

"We're becoming easier to talk to," Flora said. "We know that if we hear five different perspectives, they're all valid and we have to take them all into account in our decisions."

. . . Flora encourages all to value the skills of women and minorities in the workforce, stating that diversity is a necessary ingredient for positive change. Her tireless work, innovative approaches . . . and many volunteer efforts make her a strong role model for all women who aspire to leadership positions.

—By Dennis Derryberry,
Jackson Hole News,
October 20, 1993

LISTENING TO THE WHISPERS OF THE PAST . . .

Brings Secretary's Honor Award to Charmaine Thompson

Cannon and rifle fire once rocked the quiet Strawberry Valley above Heber City, Utah. The hills echoed with the tramp of boots and hooves. In the summer of 1888, Strawberry Valley was a busy place as 700 soldiers from Forts Douglas, Bridger and Duchesne participated in maneuvers. One hundred years later, uniforms have returned to the old military encampment. Instead of military blue, however, it's the green of National Forest employees led by Charmaine Thompson. Instead of rifles and bugles, it's metal detectors and radios.

This is how Robert Kirby, Associate Editor of the Utah County Journal, described one of the archeological projects that earned Charmaine Thompson a Secretary of Agriculture Honor Award. Charmaine is the Archeologist on the Uinta National Forest.

Charmaine Thompson.

Beginning in 1990, Charmaine enlisted volunteers from across the Nation to join hundreds of local volunteers and partners in investigating a unique historical military site (known as the Strawberry Valley Passport in Time (PIT) project). She was able to enlist participation by groups who, historically, had been at odds with the federal government and the archeological profession. Together they excavated the old encampment. But, there is more to the project than excavation. The Strawberry Valley PIT project promotes environmental education, archeological insights and recreation.

At the encampment site, Charmaine brings history to life for visitors interested in catching glimpses of the past. She has arranged literal reenactments with volunteers wearing the clothing of the Army and Calvary in the latter 1800's. These volunteers, members of the Utah Civil War Association and Army of the West, Second Calvary, set up camps on site, mingle with the visitors and demonstrate the discipline and tools of the 1800's. Visitors hear tales of what it was like to be a soldier in that era.

With the help of volunteers, a wide variety of artifacts have been uncovered including live cartridges, metal buttons attached to uniform pieces, bottles, beer mugs, animal bones, coins, tent stakes and tin cans. Charmaine says the excavated military campsite will give historians an idea of what Army life was like for the common soldier in the latter part of the 19th century and may even show the degree that wildlife was used as food.

While researching this project in local archives, Charmaine discovered a vintage series of extraordinary photographs and had transparencies made of them. They became invaluable tools for her project. By looking through the lens of a camera, she could see the transparency images on the landscape. That enabled her to identify locations of cooking fires, latrines, tents, drill sites, artillery range, etc. These placements were later verified by archeological finds. The photographs not only showed human history, they also helped identify the early vegetation of the valley before it was modified through grazing.

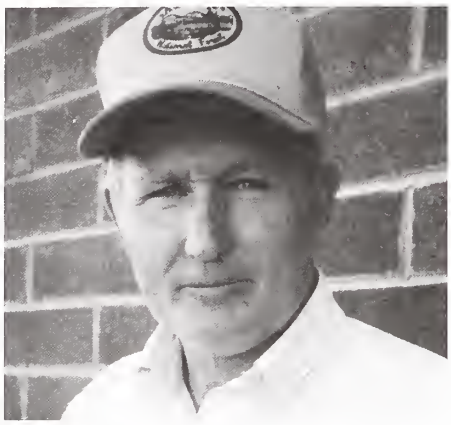
A significant outcome of this project has been renewed pride in the heritage of the West and its ties to the land today. A local television station used this project as the lead story for a recent series to promote pride in Utah's heritage. The project was pictured in the 1991 "Report of the Forest Service" and is featured frequently in the "PIT Traveller."

Regionally and nationally, Charmaine has been an ambassador and spokesperson for the PIT program. She has presented papers on this subject to very prestigious gatherings in Washington, D.C., New Orleans, Hawaii, and Jamaica. Her message "to enjoy but not destroy" has contributed significantly to the protection of the Nation's rich cultural heritage.

Charmaine also teaches an archeology class at the Utah Valley Community College. She then provides students opportunities for on-the-job training as Forest Service volunteers.

Charmaine is a relative newcomer to the Forest Service but her contributions to her community and the Forest Service, locally and nationally, have been outstanding. Under her leadership, the Uinta Forest now has an effective, fully integrated program, with cultural resources incorporated in all project planning. Her goal is to have the Uinta Forest excel at providing positive experiences with heritage resources.

Sherel Goodrich Named Range Manager of the Year



The Utah Section of the Society for Range Management (SRM) named Ashley National Forest Ecologist Sherel Goodrich "Range Manager of the Year" on December 9 in St. George at the Society's annual meeting. This award is presented annually to a member who serves in a management position. Award criteria include publications and articles that have been written and published, SRM activity, accomplishments, and leadership.

Sherel has worked on the Humboldt National Forest and at the Intermountain Station; and he was a member of the research team on the Oak Creek Cooperative Management Project.

In highlighting Sherel's accomplishments, the SRM spokesperson noted that members often hear comments about Goodrich being "one of a kind." His efforts are appreciated by many agencies.

Sherel's interests are plant collecting and identification and his professional pursuits.

Diane Augustus
Information Assistant
Ashley National Forest

NANCY KREBS, R-4 INTERPRETER OF THE YEAR

The name "Nancy Krebs" is synonymous with "dynamic leader" in discussions about interpretive services in the Intermountain Region.

Nancy manages year-round interpretive programs for the Salt Lake Ranger District, Wasatch-Cache National Forest. Her District hosts 10.3 million recreation visits each year—and 1.8 million of those visits are during the winter. She manages a summer schedule of guided walks, campfire programs and roving interpretation; plus a winter "ski naturalist" program at four major resorts visited by national and international skiing audiences.

Nancy directs a "Train the Trainers" program designed to teach youth leaders back country skills and ethics. Each Boy Scout Council District in the Salt Lake area now has a designated "Back Country Skills Trainer." She developed the "Back Country Skills Training Guide for youth leaders and is a "Master Performer in Wilderness Education." She is also the Wilderness Education Coordinator for three National Forests in northern Utah.

The Chief of the Forest Service has recognized Nancy with a Corporate Partnership Award for her outstanding work with partners to restore CCC-era interpretive facilities. Nancy is developing a 5-year Interpretive Management Plan for her District. She also is active in Forest Land Management Plan revisions and constantly adjusts her efforts to better serve National Forest customers and the Forest Service. For a visitor's evaluation, see page 15.

Nancy Krebs includes her seasonal crew in her recognition as R-4 Interpreter of the Year. On Nancy's left is Diane Pierce, seasonal Lead Interpreter, and on her right are Jeanne Huelskamp and Karen Schroyer, both seasonal Interpreters.

Awards

REGIONAL OFFICE

Cash

TOM BUCHTA, Minerals Planning Specialist, MAM - $300 for superior faculty team contributions to the new Hazardous Materials Management in Mining training course.

DANA HOSKINS, Student Trainee (Accounting) and MICHAEL A. SCHULTZ, Computer Specialist, F&PS - $650 each for an excellent job in assisting with the TSPIRS program for Regions 2 and 4.

JENNIE VAN ORDEN, Contract Specialist, AS - $500 for an outstanding effort in support of the procurement program for the Intermountain Region and Station. Her extra effort in responding to emergencies resulting from restrictive time requirements and changing needs resulted in successful productivity and customer satisfaction.

WILDEN W. MOFFETT, Architect, E - $600 for outstanding efforts in support of Administrative Services' mission by admirably fulfilling the role of Group Leader for Property and Leasing.

WILDEN W. MOFFETT, Architect, E - $500 for sustained superior performance resulting in selection as the Intermountain Region "Engineer of the Year" in the Technical Engineer Category.

BECKY R. RAGLAND, Travel Services Assistant, F&PS - $1,000 for assuming the role of supervisor in the travel unit during the 4.5-month absence of the regular supervisor.

Group

RALENE MAW, Computer Assistant, F&WL, and SUZANNE JOHNSON, GIS Specialist, IS - For a valuable contribution in developing progressive grizzly bear management direction on the Targhee NF.

Quality Step Increases

ANNA JEAN SKEEN, Employee Development Specialist, PM - For sustained, high level performance in all areas of her position.

LORIE H. PRICE, Management Assistant, TQM - For very responsive and effective use of the procurement process, excellent day-after-day contributions to the TQM staff, the development and improvement of high quality presentations and training packages, numerous forms of contact and facilitation work and producing products and services which exceeded expectations.

AVADNA C. RICKARDS, Land Use Planning Specialist, P&B - For outstanding performance in FY 1993 which included preparing the revision strategy, serving on the national process team and developing a gender bias meeting.

GLENN CASAMASSA, Assistant Regional Environmental Coordinator, P&B - For outstanding sustained performance in providing customer assistance in implementing the National Environmental Policy Act.

BONNIE V. JACQUES, Secretary, P&B - For sustained superior performance.

ASHLEY NATIONAL FOREST

Cash

RANDY KAUFMAN, Lead Forestry Technician, SO - For sustained superior performance with the Northern Utah Shared Services Timber Group.

ALAN BAIRD, Landscape Architect, SO - For developing a uniformed process for establishing fees at developed recreation sites. This process will be used by the Uinta, Wasatch-Cache and Ashley National Forests. He also prepared and published a technical document of the process.

MARI CAMPBELL, Resource Clerk, Flaming Gorge RD - For exceeding customer expectations in special uses and timber resources for FY 1993.

KAY POTTER, Business Management Clerk, Flaming Gorge RD - For exceeding customer expectations in personnel relations on the District and for supervising Nancy Jarvie and helping her adjust to re-employment.

MERLE CECIL, Clerk Typist, Flaming Gorge RD - For exceeding customer expectations with MISTIX and in working with the L&L contractors for the Flaming Gorge NRA.

NANCY JARVIE, Business Management Clerk, Flaming Gorge RD - For learning a new position and excelling in all aspects of its requirements. Her willingness to accept new responsibilities and challenges in the personnel area is appreciated.

DALE SCOTT, Information Assistant, Flaming Gorge RD - For sustained superior performance on the Flaming Gorge NRA and for exceeding customer expectations.

JANECE PHILLIPS, Accounting Technician, SO - For outstanding performance in the Budget and Finance Section during FY 1993.

JAN GARDINER, Accounting Technician, SO - For sustained superior performance in the Budget and Finance Section during FY 1993.

PAM CHONG, Mail/File Clerk, SO - For her willingness to help others—a characteristic that creates a positive workplace atmosphere. Her ingenuity and innovative ideas helped reduce mail processing costs in FY 1993 by $2,500.

CINDY SEVERSON, Resource Clerk, Vernal RD - For sustained superior performance in performing timber-related duties.

ANNE CAREY, Forester, Flaming Gorge RD - Received the "Evidence of Success" award for customer satisfaction. She has been very pro-active and effective in instigating numerous projects for the communities around the NRA.

LESLIE WELCH, Wildlife Biologist, Roosevelt RD - Received the Evidence of Success award for Total Quality Management. She has demonstrated how important she can be to members of the Districts that she serves, as well as showing ingenuity and preciseness in habitat analysis.

BYRON LOOSLE, Archeologist, SO - Received the "Evidence of Success" award for public involvement. He accomplished a formidable task of "gaining public trust" through arduous work with other groups that have archeology ties and interests.

Group

SHEREL GOODRICH, Ecologist, and DARLENE JOHNSON, Soil Scientist, SO - Received an "Evidence of Success" award for environmental leadership. They demonstrated keen judgment in caring for the land by using an ecological approach to complete project work assigned by District personnel.

RUSS MULLINS, Engineering Equipment Operator, SO; and RAY BLANEY, Lead Forestry Technician, and FAYNE OLSEN, Biological Scientist Technician, Duchesne RD - Received the "Evidence of Success" award for creativity, innovation and teamwork. They worked as a team to construct the Duchesne City accessible trail that will serve many visitors and represent the city and Duchesne Ranger District with pride.

On-the-Spot

JAMMIE LINDSAY, Information Receptionist, Roosevelt RD - For work performed outside her normal duties while the Resource Clerk position was vacant. This included preparing documents for District review and Forest Supervisor's signature.

LUDAWN MECHAM, Resource Technician, SO - For assisting the Vernal RD in small timber sales during FY 1993. Her expertise and willingness to train District personnel was exceptional and greatly appreciated.

BECCA WOOD and BRIAN BACHTEL, Range Conservationists, Vernal RD - For contributing to the accomplishment of the District's range action plan by successfully obtaining permittee cooperation and providing a framework for improved stewardship practices in completing four allotment management plans in 1993.

Quality Step Increase

ROLAND LEIBY, Hydrologist, SO - For outstanding performance in F.Y. 1993.

SHEREL GOODRICH, Ecologist, SO - For outstanding performance in F.Y. 1993.

BYRON LOOSLE, Archeologist, SO - For outstanding work in each performance element during F.Y. 1993. In addition, he contributed many service hours to community projects of benefit to the Forest Service.

DARLENE JOHNSON, Soil Scientist, SO - For outstanding performance in FY 1993.

CHARLES CONDRAT, Hydrologist, SO - For outstanding performance in FY 1993.

JOHN SIMONS, Supervisory Forestry Technician, Flaming Gorge RD - For outstanding performance in FY 1993. His accomplishments and outstanding ability in working with others are to be commended.

BURL TWITCHELL, Facilities Manager, Flaming Gorge RD - For outstanding performance in FY 1993 and for significantly exceeding planned work accomplishments in all areas while maintaining high quality work in all areas.

MAGGIE DOWD, Visitor Information Specialist, Flaming Gorge RD - For an outstanding rating during FY 1993 and for exceptional energy in performing her duties with a strict attention to detail. She is primarily responsible for managing the District's volunteer program and provides personalized and caring service to over 20 volunteers. Without her enthusiasm and dedication, the District and public would not receive the high quality service they depend on.

CRAIG SHEELY, Forester, Flaming Gorge RD - For outstanding performance during FY 1993 and for significantly exceeding planned work accomplishments through effective cooperation with fellow employees.

FRED HOUSTON, Supervisory Forester, Flaming Gorge RD - For outstanding performance during FY 1993, for taking over a significant portion of his supervisor's duties while he was on extended sick leave and for exceeding planned accomplishments in his regular work area.

FRAN REYNOLDS, Public Affairs Officer, SO - For outstanding performance in all elements for FY 1993.

JULENA POPE, Program Assistant, SO - For outstanding performance in all elements for FY 1993.

Special Acts

JOE BISTRYSKI, Duchesne District Ranger - For his vision and leadership in bringing together agencies, community groups, local government and individuals to construct the Strawberry River boardwalk. The partnership he built and sustained produced a fully accessible facility that enhances the City of Duchesne and provides recreational opportunities for everyone.

MARY WAGNER, Vernal District Ranger - For genuine and exemplary dedication to public participation in forest management. Her work with local government and community groups has promoted economic development and enhanced the reputation of the Forest Service as a partner in the community.

GARTH HEATON, Supervisory Forester, SO - For tireless efforts to recruit and involve city, county and private organizations in developing the Flaming Gorge/Uinta Scenic Byway, resulting in a partnership worth $230,000 and selection of the Byway as Utah's 1994 nomination for federal funding.

FLOYD BARTLETT, Supervisory Forester, SO - His vision and leadership made the Uinta Mountain Ecosystem Project a success. He recognized the potential of the project, obtained funding and coordinated it with other agencies. He also encouraged innovation in his staff. The project exemplifies ecosystem management and will serve as a model for the Forest Service and other land management agencies.

DOUG PRESCOTT, Range Conservationist, Duchesne RD - For exemplary use of TQM concepts as a crew leader. He utilized the crew's expertise for creativity and innovation on the Duchesne City trails project. He provided both technical and supervisory coaching and was a critical link between other agencies involved in the project.

KURTIS ROBINS, Range Conservationist, Duchesne RD - For exemplary work in improving relations with grazing permittees over the past 2 years. Permittees are now coming to Kurt and the District for advice and information on public and private land range situations.

SARAH DEWEY, Biological Science Technician, Vernal RD - For assisting in implementation of an aggressive threatened/endangered species survey program for the District in 1993. This has been instrumental in providing an integrated resource approach to assessing proposed forest management practices.

Sustained Superior Performance
SUSAN FREEMAN, Resource Specialist, SO - For maintaining a high level of performance throughout the year. This was demonstrated by her punctilious work in resources and the credibility she has with those with whom she works.
EULA WISE, Purchasing Agent, SO - For demonstrating superior performance in contracting and procurement throughout the year. She has created a very amiable relationship between the Forest and contractors/vendors.
MORRIS REYNOLDS, Personnel Officer, SO - For providing exemplary service to both the Ashley and Manti-La Sal National Forests through arduous work. He is able to clearly explain accurate personnel advice in a timely manner.
MICHELE HUFFMAN, Computer Specialist, SO - For exceptional effort in establishing the use of Geographic Information Systems on the Forest.
DOLORES MANNING, Civilian Payroll Technician, SO - For sustained superior performance in areas of pay, leave, benefits, customer service and for excellent work as the Hispanic Coordinator for the Forest.
KATHY PAULIN, Wildlife Biologist, Vernal RD - For assisting in and implementing an aggressive threatened/endangered species survey program during the past 3 years for the District. This has been instrumental in providing an integrated resource approach to assessing proposed forest management practices.

BOISE NATIONAL FOREST

Group
AUDREY KARPE, CAROL ROSS, and TODD FLUCKIGER, Forestry Technicians, Emmett RD; ANTHONY OETTERER, Forestry Technician, Mt. Home RD; ROBERT KIPP, Forestry Technician, SO; and MIKE DANIELSON, Forestry Technician, Cascade RD - For maintaining high standards and quality in scaling Boise NF logs from timber sales valued at over $50 million and on a Regional Office cubic scaling study during extremely heavy workloads in 1993.
SUE VOSBURG, LUZ MORENO, and DEBBIE BOWEN, Personnel Clerks; DIANE GERBER, Civilian Pay Technician; JASON THRONGARD, BARB J. GIVENS, and SANDY TRIPP, Personnel Management Specialists; KAY COFFMAN, Personnel Assistant; BARB MORGAN, Outreach and Retention Specialist; and GORDON NUTT, Cartographic Technician, SO - For support and positive contributions during the Personnel Office remodeling project and resulting relocations.
ED B. HUSTON and MARK LEIS, Forestry Technicians; DALE OLSON, Fisheries Biologist; MICHELE O'CONNELL, Forester; MARK LOSEKE, Supervisory Forestry Technician; TERRY FORD and ROBERT SMITH, Civil Engineering Technicians; SUSAN TOMLINSON, Information Receptionist; KIT BUELL, Wildlife Biologist and SHELLEY BOAL, Biological Science Aid - For outstanding effort in assisting in the relocation of the Cascade RD office.

Special Act
GLEN BLICKENSTAFF, Forestry Technician, Cascade RD - For outstanding leadership in relocating the Cascade RD office.
THOMAS SILVEY, Forestry Technician, Idaho City RD - For sustained superior performance throughout FY 1993.
STACY HARDY, Forestry Technician, Lowman RD - For an outstanding contribution in revising the reforestation and stand exam contracts.
KAREN NORTHLAND, Purchasing Agent, SO - For excellent procurement work exceeding normal requirements from April to September 1993.
CATHY ANDERSEN, Health and Safety Officer, SO - For hard work and effort to produce a blood born pathogen prevention plan that has been used as a prototype on other forests.
JOHN CRUM, Coop-Ed Student, SO - For hard work and effort to produce a new Forest facilities master plan.
ROLAND HARRIS, Forestry Technician, SO - For excellent help in check cruising in addition to all his other duties. He was directly involved in certification of 10 cruisers on the south end of the Forest.
CHRISTINE HOLBROOK, Resource Assistant, Emmett RD - For outstanding contributions and assistance in computer use of the automated scaling program. Her expertise in computer use and application have been invaluable to the Forest and the Region.
WALLACE OLSON, Engineering Equipment Operator Leader, SO - For designing and constructing self-loading, slip-in water tanks for road crew dump trucks. His design eliminates the need for a forklift or crane to load and unload the tank.
CHRIS WAGNER, Resource Clerk, Lowman RD - For contributions to the Forest's timber program while filling in for the Forest Resource Assistant and preparing and awarding four SO-authority timber sales.
RUTH MURPHY, Business Management Assistant, and ANNIE LACAVA, Computer Clerk, SO - For an outstanding contribution to the Timber Staff by producing top quality editing, typing, and mailing of a great number of documents and responding in a short timeframe.
SHARON PARIS, Planning Specialist, SO - For a significant contribution toward improving NEPA compliance on the Forest and continued superior performance during FY 1993.
ALVA D. SAVAGE, Forestry Technician, SO - For outstanding leadership and commitment to the Forest Check Cruise Program. As a result, 23 individuals were checked and certified as cruisers.
MARK SIGRIST, Supervisory Forester, Lowman RD - For sustained superior performance as the Timber Management Assistant on the District during 1993.
ROBIN METZ, Range Conservationist, Lowman RD - For sustained superior performance as Resource Assistant on the District during 1993.
ROY WILSON, Supervisory Forester, Lowman RD - For sustained superior performance as the Silviculturist on the District during 1993.
CAROLE DORAMUS, Gardener, Lucky Peak Nursery - For excellent supervision of the Southern Idaho Correctional Institution work crew.
HENRY CLARK, Laborer, Lucky Peak Nursery - For outstanding performance during FY 1993.
JOHN CHASE, Tractor Operator, Lucky Peak Nursery - For outstanding performance during FY 1993.
DONALD FERRIS, Laborer, Lucky Peak Nursery - For outstanding performance during FY 1993.
JAMES DOOLEY, Tractor Operator, Lucky Peak Nursery - For outstanding performance during FY 1993.
DALE SWEARINGEN, Maintenance Worker, Lucky Peak Nursery - For superior performance during FY 1993.
MARY B. KNOX, Support Services Specialist, Lucky Peak Nursery - For consistent superior performance.
GARY HILEMAN, Gardener Foreman, Lucky Peak Nursery - For consistent superior performance.
WANDA STEWART, Gardener, Lucky Peak Nursery - For work performed at a superior level.
ERIKA BARKER, Gardener, Lucky Peak Nursery - For superior performance during FY 1993.
VENETIA GEMPLER, Recreation Specialist, SO - For successfully planning and organizing the Forest's first annual Adopt-a-Trail Training Day.
DAVID LINK, Forestry Technician, Lowman RD - For outstanding performance and accomplishment as the Timber Sales Administrator on the salvage sales on the District during 1993.
DAUTIS PEARSON, Forestry Technician, Lowman RD - For exceptional performance in coordinating the program to rehabilitate disabled veterans on the District during 1993.
CHRIS L. WAGNER, Forester, Lowman RD - For outstanding performance in appraisals, field preparation and preparing contract packages for salvage sales on the District in 1993.
CHRIS A. WAGNER, Resource Clerk, Lowman RD - For outstanding performance in dealing with timber purchasers and A.T.S.A. on District salvage sales in 1993.
LESLIE DIXON, Forestry Aid, Lowman RD - For performance beyond that expected as a member of the District's Salvage Sales Crew during 1993.
BRAD HUTER, Forestry Technician, Lowman RD - For exceptional performance as Assistant Crew Leader on the District's Salvage Sales Crew during 1993.
ROBERT DOBBS, JR., Forestry Technician, Lowman RD - For performance beyond expectations as Crew Leader on the District's salvage sales during 1993.
MARK MASON, Forestry Technician, Lowman RD - For exceptional performance as Crew Leader on the District's salvage sales during 1993.
SHANNON HITCH, Forestry Technician, Idaho City RD - For superior performance in timber sale administration. Her dedication and concern for the resources were valuable assets to the program.
WAYNE BECK, Forestry Technician, Idaho City RD - For assistance with layout and presale of the District's small sale program during FY 1993.
TERRY SEXTON, Forester, Idaho City RD - For exemplary work as Deputy Incident Commander for the Foothills watershed project.
MONTE WILLIAMS, Hydrologist, Idaho City RD - For a significant contribution toward a timely Forest response to two congressional inquiries on roadless areas considered in wilderness deliberations.
MARK BEAULIEU, Supervisory Civil Engineer, Idaho City RD - For exemplary engineering work on the Foothills watershed project.
DANE LEE, Helitack Manager, Dispatch - For very good work as Helibase Manager for the Foothills watershed project.
MELINDA DRAPER, Finance, SO - For exemplary work in the Finance Section for the Foothills project.
CONNIE COULTER, Forestry Technician, Emmett RD - For outstanding leadership in implementing the physical training program in Garden Valley and for sustained superior performance in supervising the crew of Engine 61.
REX MILLER, Forestry Technician, Lowman RD - For exemplary contract administration work on the Foothills Fire.
CLIFFORD WILCOX, Information Receptionist, SO - For being a key player on a team that truly provides exceptional customer service.
MARIA NAVARRO, Information Receptionist, SO - For commitment to a quality customer service team. Commitment was demonstrated during a detail as manager of the reception area.
JAIME VAZQUES, Accountant, SO - For outstanding work in accounts maintenance on the Unit Financial Statement.
DIANE GERBER, Civilian Pay Technician, SO - For exceptional work in efficiently handling the backlog of NACI's and in keeping current NACI's processed.

Quality Step Increases
TAMIE RIDENOUR, Resource Clerk, Mt. Home RD - For sustained outstanding performance.
JAMES CURTIS, Geologist, SO - For sustained superior performance throughout FY 1993.
PAUL BRYANT, Planning Specialist, SO - For exceptional performance in support of project and program-level natural resource analysis on the Forest.

Spot
JOHN THORNTON, Forest Hydrologist, SO - For expediting the design of the sediment retention structures in the Anderson Ranch borrow site rehabilitation project.
JOHN ERICKSON, Wildlife Biologist, SO - For superior support in developing a congressional testimony in a short timeframe.
LEAH JUARROS, Soil Scientist, SO - For outstanding support in developing in a short time period CWA testimony for the Forest Supervisor.
RAEY BARNEY, SCSEP, SO - For enthusiasm and energy in behalf of the Human Resource Programs and other personnel support.
BETTY CHARLTON, SCSEP, SO - For enthusiastic support to Public Affairs by staffing the reception area.
CAROL MOORHOUSE, SCSEP, SO - For support and contributions to the Boise Forest's reception area.
BETTY STAGER, SCSEP, SO - For enthusiasm and energy in behalf of the Human Resource Programs and other personnel support.

LINDA SCOTT, Voucher Examiner, SO - For diligent effort in updating the personal property records on the Forest and working with District personnel in accessing APPROP.
ROBERT NEUMILLER, Forestry Technician, Lowman RD - For outstanding District leadership that resulted in over 1,500 acres of thinning in a safe and efficient manner.
GEORGE LONG, Forestry Technician, Lowman RD - For outstanding performance during 1993 with a continued willingness to help others by taking on extra duties.
GERALD FIRTH, Engineering Equipment Operator Foremen, SO - For impeccable recordkeeping in the financial area of road maintenance. He came within 1% of balancing expenditures with allocations for FY 1993. He also found alternate funding for his crew when they were not fully financed by road maintenance dollars and got the job done without overspending his allocated budget.

BRIDGER-TETON NATIONAL FOREST

Cash

CYNTHIA STEIN, Forester, Pinedale RD - For excellence in public involvement, coordination of the Bridger Wilderness Task Force and completion of the Bridger Wilderness implementation schedule.
SUSAN MARSH, Landscape Architect, Big Piney RD - For outstanding performance of job responsibilities throughout FY 1993.
RANDY DAVIS, Soil Scientist, SO - For outstanding performance of job responsibilities throughout FY 1993.
BRIAN E. STOUT, Forest Supervisor, SO - For outstanding efforts in bringing about a multi-cultural organization at the Forest level.
DALE DAWSON, Forestry Technician, Jackson RD - For developing and implementing the District's ornamental sales program, salvage and house log sales, and overall work in the timber/reforestation programs.
MARK NOVAK, Fisheries Biologist, Jackson RD - For taking on the North Zone fisheries program and the wildlife program on the District.
JOHNNY BROWN, Computer Programmer Analyst, SO - For an outstanding contribution to the development of the plan to meet the telecommunication needs and expectations of the internal and external customers of the Forest.
CHARLES JONES, Jackson District Ranger - For volunteering to take on the leadership of the 1996 Budget Committee for the Forest. For displaying a high degree of leadership and perseverance in keeping the process on track and bringing it to a successful conclusion.
NADINE COOK, Range Conservationist, Kemmerer RD - For exceptional commitment and dedication to the care and maintenance of Forest Service horses.
LOIS ZIEMANN, Forester, Jackson RD - For planning, organizing and involving the public during the development of the Gros Ventre Wilderness Implementation Plan.
REBECCA TALBOTT, Forester, Buffalo RD - For planning, organizing and involving the public during the development of the Gros Ventre Wilderness Implementation Plan.
BARBARA SIMON, Resource Clerk, Jackson RD - For high quality performance and providing leadership to the Forest/District system operators in support of Forest Information Systems.
MARRILYNN SHOEMAKER, Computer Programmer Analyst, SO - For assisting in both the resolution of critical telecommunication problems and system upgrades on the Forest.
ANITA DOUGLAS, Resource Clerk, Pinedale RD - For providing quality performance and leadership in co-op maintenance support on the Forest's Data General computer equipment. This support extended to the SO and and other Districts.
SANDRA SEATON, Accounting Technician, SO - For demonstrating superior performance by significantly exceeding a majority of her work elements quantitatively and qualitatively.
CORA MINNIE NELSON, Accounting Technician, SO - For extra effort and dedicated work in reconciling the Forest's prior year reimbursable accounts.
KATHRYN HARDY, Cultural Resources Specialist, Buffalo RD - For excellence in public involvement and coordination of the Teton Wilderness Task Force and completion of the Teton Wilderness implementation schedule.
WILLIAM FOURNIER, Support Services Specialist, Buffalo RD - For primary staff assistance beyond position responsibilities during the absence of other primary staff and for coordination in the procurement/budget analysis.
CAROL ECKERT, Natural Resource Specialist, Buffalo RD - For assumption of additional duties as Coordinator of Wild and Scenic River suitability studies for the Buffalo Forks and the Yellowstone Rivers.
GARY POULSON, Forestry Technician, Jackson RD - For coordinating with Chevron officials during the Hunter Well drilling operations.
SCOTT FITZWILLIAMS, Public Affairs Specialist, SO - For facilitating the public involvement meetings during the development of the Gros Ventre, Teton and Bridger Wilderness Implementation Plans.
JOHN KUZLOSKI, Management Assistant, SO - For facilitating the public involvement meetings during the development of the Gros Ventre, Teton and Bridger Wilderness Plans.
PAMELA EDWARDS, Resource Assistant, SO - For accomplishing workload above and beyond the call of duty. For covering tasks normally divided between three Resource Clerks and for assisting other staff with various timber, range and recreation-related reports.
WAYNE BILLS, Forester, Jackson RD - For sustained superior performance in range management on the District.
GLORIA FLORA, Natural Resource Manager, SO - For consistently supporting the spirit and embodiment of multi-culturalism and equal employment opportunity on the Forest.
REBECCA TALBOTT, Forester, Buffalo RD - For consistently supporting the spirit and embodiment of multi-culturalism and equal employment opportunity on the Forest.
MARTIN MARSHALL, Laborer, SO - For outstanding lawn and yard maintenance as well as assisting with the increasing facilities maintenance workload.
JERRY BALINT, Forestry Technician, Jackson RD - For outstanding performance and contributions to the District's range improvement program.
ROBERT KING, Civil Engineering Technician, SO - For service in support of the Forest's recreation program including: contract administration, survey coordination, autocad assistance, preplanning involvement and design.

Spot

KELLY WEAK, Resource Clerk, SO - For superior performance in preparing special use bills for collection which saved the Fiscal Staff hours of extra work.
MARTIN SAXTON, Forestry Technician, Big Piney RD - For outstanding work in coordinating and supervising an SCSEP crew which performed safe, efficient and quality work while he performed his regular duties in an excellent manner.
GREGORY SMITH, Public Information Specialist, SO - For organizing and planning the African-American Day celebration.
DAVID SWANK, Natural Resource Manager, Pinedale RD - For organizing and planning the "Experience the Outdoors" day for people with disabilities.
SHIRLEY GOWETT, Resource Clerk, Jackson RD - For organizing and planning the "Experience the Outdoors" day for people with disabilities.
JOHNNY BROWN, Computer Programmer Analyst, SO - For organizing and planning the African-American Day celebration.
RANDY DAVIS, Soil Scientist, SO - For organizing and planning an afternoon of Native American singing and storytelling and a day of traditional singing and dancing.
ROSEMARY HOUSER, Support Services Supervisor, Greys River RD - For organizing and planning an afternoon of Native American singing and storytelling and a day of traditional singing and dancing.
SHIRLEY LONGHINI, Financial Assistant, SO - For organizing and planning the SF-171 training.
WILLIAM MOYER, Civil Engineering Technician, SO - For consistently providing excellent service in preparing plans, contracts and survey work for such projects as safer and improved trails, bridges, creek crossings and campgrounds.
JENNIE IMESON, Administrative Clerk, SO - For providing consistently high quality award certificates; for significantly reducing the number of items on the personal property suspense list; and for invaluable support when the personnel position was vacant.

Quality Increases

JAMIE SCHOEN, Archeologist, SO - For helping Districts accomplish priority work with professional advice; for being sensitive to Native American spiritual values and helping District employees understand those values. For outstanding performance and professionalism as Archeologist for the Forest.
LORI DENTON, Recreation Forester, Big Piney RD - For outstanding performance in all responsibilities and placing all outfitters on GYP compliance schedules.
LINDA MERIGLIANO, Natural Resource Specialist, Jackson RD - For outstanding performance in all elements and for coordinating the development of the Teton, Gros Ventre and Bridger Wilderness Implementation Plans.

Time Off

REBECCA TALBOTT, Forester, Buffalo RD;
CYNTHIA STEIN, Forester, Pinedale RD; and
KATHRYN HARDY, Cultural Resource Specialist, Buffalo RD - For time and commitment (outside normal work hours) working with the Citizen Task Force to develop and write the Gros Ventre Wilderness Action Plan.
SANDRA SEATON, Accounting Technician, CORA MINNIE NELSON, Accounting Technician, and SHIRLEY LONGHINI, Financial Assistant, SO - For their splendid performance and dedicated effort during the FY 1993 yearend closeout.
LES JONES, Supervisory Budget Officer, SO - For excellent performance by Les and his dedicated fiscal staff during the FY 1993 yearend closeout.
LINDA MERIGLIANO, Natural Resource Specialist, Jackson RD - For time and commitment (outside normal work hours) working with the Citizen Task Forces providing input on the Wilderness Action Plans for the Teton, Bridger and Gros Ventre Wildernesses.

CARIBOU NATIONAL FOREST

Cash

TERESSA CYFERS, Accountant, SO - For accomplishing the FY 1993 yearend closing. The Staff was short handed and had an extra workload, yet still managed to provide necessary information and reports.
PAUL BUTLER, Range Conservationist, Pocatello RD - His timely and aggressive action in response to a break-in and vandalism to the Pocatello Cow Camp Cabin resulted in arrests and eventual confessions to other crimes against private and public properties in the area.
LINDA WARD, Writer-Editor, SO - For an outstanding effort in facilitating the Forest Planning and Measurements session in November. She skillfully handled this job with very successful results.
JANICE HUNT, Accounting Technician, SO - For extra effort in accomplishing the FY 1993 yearend closing. The staff was short handed and still managed to provide the necessary information and reports despite the extra workload mandated by higher level offices.
BRADLEY M. TRANSTRUM, Range Technician, Montpelier RD - For serving well as Acting Program Manager for range, watershed, special uses, soils, law enforcement and air management for the District. Targets were met and supervision was completed.
ERIC MATTSON, Forestry Technician, Montpelier RD - For independently and aggressively taking action to maintain the population and habitat of the "sensitive" Townsends western big-eared bat in St. Charles Canyon.
ELLEN RYAN, Support Services Specialist, Pocatello RD - For consistently performing at a superior level and for continued excellence in overall customer service accomplishments.

Group
TATTERSON SMITH, Supervisory Forester; ERIC MATTSON, Forestry Technician; and SHAWN MULDOON, Forestry Technician, Montpelier RD - For completing the analysis and documentation for the Franklin Basin timber sale with exceptional skill. Their public involvement resulted in a project accepted by all affected by the decision. This was done in the face of some significant environmental issues.
BOYD COOK, Mining/Engineering Technician, Soda Springs RD, and STEVEN ROBISON, Geologist, SO - For outstanding effort in planning, preparing and completing the Rhone-Poulenc Haul Road environmental assessment in an extremely short timeframe.

CHALLIS NATIONAL FOREST

Cash
ROBERT GIANNINY, Land Use Planning Specialist, SO - For outstanding ability and effort as Forest NEPA Coordinator.
BARBARA ANDREWS, Resource Assistant, SO - For outstanding performance of her assigned duties as well as those of the Resource Specialist during her absence.
C. GREGORY JOHNSON, Forester (Adm.), SO - $750 for sustained superior performance as Acting Branch Chief of Timber, Wildlife, Recreation, Land, and Fire.
DONNA LEUZINGER, Information Assistant, SO - For superior performance as a Frontliner and for her excellence in assisting her fellow employees.

Spot
J. E. NEWMAN, Forestry Technician, Middle Fork RD - For superior performance in hand drilling holes into boulders that needed blasting to clear trail. Exceeded normal trail maintenance.

DIXIE NATIONAL FOREST

Cash
JOSEPH G. BLACK, Supervisory Civil Engineer, SO - For continued and sustained superior performance in managing the Forest dams program, the Sidney Valley timber sale road project and the east zone facilities program.
JOHN DELOY DUTTON, Engineering Equipment Operator Foreman, SO - For sustained superior performance in operating the construction and maintenance organization on the Forest.
A. DALE PETERSON, Fleet Equipment Specialist, SO - For sustained superior performance in managing the shop and WCF fleet.
STEVEN G. HATCH, Engineering Technician, SO - For extra effort in preparing the design and contract package for the Sidney Valley timber sale.
KENNETH R. GOULD, Civil Engineer, SO - For outstanding performance in, and acceptance of, additional duties in the Forest's water, sanitation, and facilities programs in FY 1993.

Group
JANICE JENSEN, Resource Clerk; CHEREE F. PADDOCK, Resource Assistant; DONALD W. CARTER, Budget and Accounting Officer; ARLENE HEAP and DIANE D. HOLMES, Accounting Technicians; GWLADYS E. DEISS, Computer Assistant; CATHERINE M. LEFEVRE, Supervisory Computer Program Analyst; CONNIE S. KLEESE, Accounting Technician; PAMELA L. SALMOND, OA Clerk; MARY K. STATHIS, Support Services Specialist; HELEN R. JENSEN, SCSEP; SANDRA JOHN, Receptionist; CONRAD CLARK, Personnel Management Specialist; and JANET S. NELSON, Personnel Clerk - For demonstrating exemplary teamwork on personnel management services in the absence of a permanent Administrative Officer.

Quality Step Increases
SUSAN J. HAYMAN, Environmental Coordinator, SO - For outstanding accomplishment as the Cedar City District's Resource Specialist during 1993.
RANDALL R. HAYMAN, Forester, Cedar City RD - For outstanding accomplishment during FY 1993.
MARK E. VAN EVERY, Public Affairs Specialist, SO - For outstanding performance in FY 1992.
CARLTON P. GUILETTE, Powell District Ranger - For outstanding performance in FY 1992.
PATRICIA A. LARSON, Information Receptionist, Pine Valley RD - For outstanding performance, accomplishing work willingly and with personal pride. Her love of working with people is evident in the honesty and sincerity with which she treats customers and co-workers.
FREDRIC R. YBRIGHT, Forestry Technician, Pine Valley RD - For outstanding performance during FY 1992. During his first year as Wilderness Coordinator, he exceeded all performance elements of the position.

Sustained Superior Performance
S. ALAN TALBOT, Engineering Technician, SO - For extreme diligence in the application of advanced engineering designs and standards and for contract preparation of the Mammouth Creek road project. The project was completed in a very compressed time schedule.

FISHLAKE NATIONAL FOREST

Cash
TOBIAS MARTINEZ, Forest Supervisor, SO - For outstanding contributions to advancing civil rights and implementing the goals of the Chief's multi-cultural report, especially as they relate to community acceptance of our multi-cultural workforce.
MICHELE COATES, Purchasing Agent, USAC - For exceptional support to Business Management and for extraordinary efforts to help make the 1993 Forest Work Day a success.
DANDY POLLOCK, Forester, Beaver RD - For exceptional effort and dedication in managing the District's timber program.
GARY BAKER, SCSEP, SO - For completing complex assignments in a timely and outstanding manner.
BARBARA ROWLEY, Purchasing Agent, and JUNE PETERSON, Procurement Assistant, USAC - For successfully completing all purchasing and contracting work for FY 1993 while maintaining quality.
STEVE WINSLOW, Resource Assistant, Beaver RD - For outstanding foresight in managing the District's minerals program.
TONY VALDES, Range Conservationist, Beaver RD - For exceptional management and leadership of the District's range, wildlife and watershed programs.
WALLACE SHIVERDECKER, Land Use Planner, SO - For exceptional contributions and enthusiastic support of the Monroe Mountain Demonstration Project and aspen management industry.
DEE ANN HAMILTON, Administrative Officer, SO - For spearheading and guiding the establishment of the Fishlake Employees Association and the associated benefits.
MAX REID, Supervisory Natural Resources Specialist, SO - For exceptional leadership and support of the timber program which has resulted in the Forest continuing to exceed targets; and for establishment of a new aspen management industry.
LAYTON JACKSON, SCSEP, Fillmore RD - For outstanding work during the past field season in keeping the District Office grounds in excellent condition.
E.J. "BERT" LOWRY, Wildlife Biologist, SO - For outstanding contributions toward solving the animal damage management crisis on the Forest and for vision and dedication in the development of the Monroe Mountain-Seeking Common Ground project.
KREIG RASMUSSEN, Wildlife Biologist, Richfield RD - For dedication toward the development of the Monroe Mountain-Seeking Common Ground project and for a continuous effort in building relationships with the Utah Division of Wildlife Resources.
JUDY GIBSON, SCSEP, Fillmore RD - For dedicated service for the past 4 years in keeping the Fillmore District office clean.
MELODY JOHNS, Personnel Clerk, SO - For sustained superior performance in pay administration, training and awards management for FY 1993.
LOIS MEACHAM, Budget and Accounting Analyst, SO - For outstanding performance in the accounts maintenance of the Forest Financial Statement and for an excellent closeout of the Forest's FY 1993 budget.
RAQUEL HANSEN, Resource Assistant, SO - For conscientious effort in performing assigned duties and displaying ability above the requirements of the job, and for her extra effort to move and organize the resource permit files.
TAKAKO SCOTTORN, Resource Clerk, Fillmore RD - For superior performance in carrying out the duties of both her District Information Receptionist job and Resource Clerk responsibilities from 4/2-5/4/93.
CONNIE GRIFFITHS, Resource Clerk, Beaver RD - For superior performance substantially exceeding the normal requirements of her job in payroll, personnel procedures, and computer operations.

Quality Increase
ALLEN HENNINGSON, Forester, Richfield RD - For exceeding all performance elements for FY 1993.
MAX LARSEN, Forestry Technician, Richfield RD - For routinely accepting and completing without hesitation all specific assignments contained in performance elements and for consistently exceeding expected performance.
MICHAEL SMITH, Soil Scientist, SO - For outstanding performance. His ability to accomplish extra targets, to involve the Soil Conservation Service as a partner and to take on additional assignments has been exemplary.
DENNIS ALLAN, Supervisory Contract Specialist, USAC - For an outstanding performance rating for FY 1993.

HUMBOLDT NATIONAL FOREST

Cash
KEVIN ATCHLEY, Range Conservationist, Ruby Mountains RD - $500 for exemplary accomplishment in completing and compiling the resource data for the Myers Allotment.
MITCH BULTHUIS, Range Conservationist, Ruby Mountains RD - $500 for superior achievement in completing the Cherry Spring Wild Horse Territory Management Plan and for successfully gathering wild horses.
MITCHEL WHITE, Range Conservationist, Ruby Mountains RD - $500 for superior accomplishment and improvement in the noxious weed program for the District.
LINDA WHITETRIFARO, Wildlife Biologist, Ruby Mountains RD - $500 for superior accomplishment in riparian habitat management and macro-invertibrate sampling.
MARTA REYES, SCSEP Enrollee, SO - $75 for timely contributions in support of all functions on the Forest.
ELMER MALLARD, Volunteer, Ely RD - $300 for extra effort as a volunteer on the District.
JAY PENCE, Range Conservationist, Ely RD - $500 for serving as Acting District Recreation Staff in addition to his regular duties in 1993.
PATRICIA MAESTES, Resource Clerk, Ely RD - $350 for extra effort as Fleet Manager and for assisting in special uses.
LORETTA CARTNER, Minerals Specialist, Ely RD - $350 for extra effort in special uses and transportation systems in 1993.
WAYNE SWENSON, Supervisory Range Conservationist, Ely RD - $500 for extra effort and dedication in range administration on the District in 1993.
CHERI HOWELL, Public Affairs Specialist, SO - $400 for outstanding performance in facilitating communications on the Forest with special recognition for her role in the reorganization process.
CAROL SANDERS, Mail and File Clerk, SO - $150 for superior job performance in handling mail and files on the Forest.
BONNIE WHALEN, Program Analyst, SO - $400 for providing outstanding service as GIS coordinator, a contribution that contributed greatly toward facilitating the process of changing the Forest organization.
MICHAEL MCNEILL, Supervisory Range Conservationist, Jarbidge RD - $400 for emphasizing the Forest Plan standards and guides in administering the livestock grazing program on the District. He has built positive relationships with livestock grazing permittees while taking action to protect and enhance Forest resources.

Employee Suggestion
TOBY RHUE, Assistant District Ranger, Minarets RD (formerly on the Ely RD), CHARLES VAUGHAN, Criminal Investigator, Ely RD, and FRED FRAMPTON, Archeologist, Ely RD - $166 each for an employee suggestion to adopt a sign designed to help prevent archeological resource violations and improve success in criminal A.R.P.A. cases.

Quality Step Increase
NANCY HARPHANT, Clerk Typist, SO - For outstanding performance in business management in FY 1993.

MANTI-LA SAL NATIONAL FOREST
Cash
REED W. IRWIN, Land Use Planner, SO - $400 for facilitating the 3-day Forest Planning and Measurements training session with only hours notice and doing it with quality.
JOHN C. PATTEN, Forestry Technician, SO, and EDWARD B. SCHOPPE, Range Conservationist, Sanpete RD - For key roles in planning and executing the Beaver Creek prescribed burn.
JESSE S. HALL, Computer Programmer Analyst, SO - For improving our acceptance and consideration of those with mental and physical challenges.
CAROL S. RIDING, Support Services Supervisor, Ferron RD - For her initial effort in seeking and hiring a disabled employee and persisting over the years in insuring that the employee has meaningful work and feels needed, and is indeed needed. She has given a part of herself each day over the years so another can learn and advance in life. Carol has made a difference.
EVAN K. LOWRY, Forestry Technician, Monticello RD - For continually working toward workforce diversity, employing the disabled and spearheading facility and campground accessibility on the District and the Forest.
PAUL N. BURNS, Fisheries Biologist, SO - For his many accomplishments as the chair of the Forest CRAC while maintaining his regular job at a very high level.
ROD PLAYER, Wildlife Biologist, SO - For his extra involvement in getting data for the Partnership Information Request from the WO in a short time and in addition to his regular duties.
STEVE F. ROMERO, Wildlife Biologist, Price RD - For his active participation in the following areas: counselor at the Nature High Summer Camp, member of the Forest Service Hispanic Employees Association, Hispanic Special Emphasis Program Manager and for his community involvement with the local chapter of Image de Utah (Image de Castle Country). Within the Forest Service and the community, he has assisted in the agency's move toward a multi-cultural organization.
CHARLES J. JANKIEWICZ, Price District Ranger - For superior performance during FY 1993.
ARTHUR JOHN VASTEN, Forester, SO - For doing an exceptionally good job this past year in adapting the Forest's timber program into respective zones, ensuring that targets were met in a quality manner and for leading the effort on the Forest's timber reporting system through the resource shop.
WILLIAM R. BROADBEAR, Forester, Price RD - For taking the extra step of a salvage sale after the wildfire was over so valuable spruce would not rot on the stump. Through his efforts, the District is ready to complete the NEPA this winter with an 800,000 BF sale planned for 1994.
STAN L. ANDERSEN and KARLTON C. MOSS, Range Conservationists, Sanpete RD - For exceeding expected performance in planning, surveying and preparing biological evaluations, environmental assessments and project work plans for the District.
CHARLENE B. MCDOUGALD, Support Services Supervisor, Price RD - For superior performance in her assigned duties as well as those of the Resource Clerk while that position was vacant.
GLORIA J. LEDFORD, Clerk Typist, SO - For superior performance in FY 1993.
WILLIAM R. BROADBEAR, Forester, Price RD - For superior performance in a new position as District Recreation/Timber/Fire Staff and demonstrating empowerment.
DONALD E. RIDDLE, Forestry Technician, Ferron RD - For personal effort and leadership. He exceeded the requirements and responsibilities of his position.
JOHN S. HEALY, Range Conservationist, Ferron RD - For superior performance in his duties in the range and wildlife functional areas during FY 1993.
CAROL S. RIDING, Support Services Supervisor, Price RD - For superior performance in her duties on the Ferron RD in the business management function during FY 1993.
BILLY J. DYE, Forester, Ferron RD - For consistent superior performance during FY 1993.
DALE L. HARBER, Geologist, Ferron RD - For superior performance in FY 1993 including administration of the minerals and energy-related functions and for exemplary support to the functions on the District.
EVAN K. LOWRY, Forestry Technician, Monticello RD - For leadership and innovation in construction of the Nizhoni Campground which resulted in widespread community support and substantial savings to the government.
CAROL ANN BURDICK, Office Automation Clerk, Ferron RD - For extra effort in taking on office responsibilities during the absence of the District Support Services Supervisor and for receiving recognition from Canyonlands Natural History Association for excellent management of its sales material.
ELAINE POLLOCK, Personnel Management Specialist, SO - For extra effort in expediting the vacancy advertisement and EPS process, permitting the Ferron District Geologist position to be filled during the closing days of FY 1993.

SALMON NATIONAL FOREST
Cash
RANDY DAVIS, Forestry Technician, Cobalt RD - For commitment and quality of work while assuming the role of Assistant Fire Management Officer in addition to his responsibilities as the District Sale Administrator.
JUDY CARVELHO, Support Service Specialist, Salmon RD - For willingly helping compile information for the real property inventory for the District and for getting the information to the SO in a timely manner.
MARY PREBBLE, Accounting Technician, SO - For combining all the information for the real property inventory, verifying the information, etc., for the entire Forest.
ANNE WESTFALL, Office Automation Clerk, North Fork RD - For compiling the District's real property inventory information, and for volunteering to compile the information for the Forest. It was done with enthusiasm.
TROY COOPER, Forestry Technician, North Fork RD; ALEXANDRA BOTELLO, Outdoor Recreation Planner, SO; BERT J. GOULD, Civil Engineering Technician, North Fork RD; JOHN HAMMOND, Supervisory Range Conservationist, Salmon RD; WILLIAM HICKEY, Animal Packer, Cobalt RD; SARAH LAU, Civil Engineer, SO; ANITA MERRITT, Resource Clerk, SO; JUDITH MEYERS, Accounting Technician, SO; ERIC PROCTOR, Telecommunications Manager, SO; KENNETH ROGERS, Supervisory Forestry Technician, Cobalt RD; MARIA SANTANA, Student Trainee (Accounting), SO; VICKI SCALES, Civil Engineering Technician, SO; LYLE SMITH, Construction Representative, SO; KENNETH STAUFFER, Landscape Architect, SO; PHILIP TAYLOR, Forestry Technician, Cobalt RD; and JAMES WERNER, Supervisory Civil Engineer, SO - For being able to complete an accurate, up-to-date real property inventory for the first time in over 6 years, a significant contribution to the Forest.
PATRICIA STIEGER, Forestry Technician, Krassel RD - For completing the wilderness implementation schedule for the Frank Church—River of No Return Wilderness.
STEPHEN MATZ, Archeologist, SO - For superior performance of duties in managing the Forest's Heritage Resources Program.
ESTHER H. MUND, Support Services Supervisor, SO - For exceeding the normal expectations of her job and for her willingness to help others better perform their own jobs.

Spot
SUSANNE A. SMITH, Information Assistant, North Fork RD - For outstanding management of the 1993 river application and permit system and for her friendly and courteous service to the customer.
ANNE WESTFALL, Office Automation Clerk, North Fork RD - For participating, contributing and providing valuable support as a member of the North Fork RD Safety Committee.
ERNEST SCHNEIDER, Supervisory Forester, SO - For using a "good host" and "can do" attitude in completing the internal and external negotiations necessary to resolve the frozen culvert situation in a timely manner.

Quality Increase
JAMES F. WILEY, JR., Criminal Investigator, SO - For performance substantially exceeding the normal requirements of the job and, based on past performance, it is likely that this high quality performance will be sustained.
DELILA T. GARECHANA, Computer Specialist, SO - For exceeding the normal expectations of her job and for her willingness to help others better perform theirs.
TROY COOPER, Forestry Technician, North Fork RD - For exceeding the normal requirements of the job in spite of a considerable additional workload this year which affected most District functions and employee workloads.
NORMAN A. ANDO, Natural Resource Specialist, North Fork RD - For substantially exceeding normal requirements of his job.
STEPHEN F. HAYDON, Planning Team Leader, North Fork RD - For substantially exceeding normal requirements of the job.
ROBERT N. TAYLOR, Forester, North Fork RD - For substantially exceeding normal requirements of the job.
DOLORES P. BAKER, Support Services Specialist, North Fork RD - For substantially exceeding normal requirements of the job.

SAWTOOTH NATIONAL FOREST
Cash
MARIE JOLLEY, Property Accounting Clerk, SO - For outstanding performance as Imprest Cashier for the SO.
SANDRA MARCH, Computer Programmer Analyst, SO - For an outstanding job of providing Geographic Information System orientation.
DENA SANTINI, Biological Science Technician, Burley RD - For work in the range program and for coordination efforts with multi-resource projects.
CARA SCHENK, Support Services Clerk, Burley RD - For quality coordination in the administration of recreation and special use permits.
TRENNA BUTLER, Electronics Technician, SO - For superior performance.
ALAN PINKERTON, Ketchum District Ranger - For vision, commitment and persistence in successfully transferring jurisdiction of the Warm Springs Road to Blaine County.
ANNETTE JOSEPH, Range Conservationist, Sawtooth NRA - For upgrading the grazing permit file system and administering complex fence construction contracts.
DAVIS KIMPTON, Range Conservationist, Sawtooth NRA - For dedication and performance in upgrading range administration and monitoring the program.
CATHERINE MILLER, Support Services Specialist, Fairfield RD - For assistance in completing the outyear budget.
IVA ADKINS, Computer Assistant, SO - For completing all peripheral maintenance on the Forest.
ROBERT ENNIS, Forester, Sawtooth NRA - For excellent work in running the private land certification program.

JAMES DAVIS, Forester, Sawtooth NRA - For excellent work in the special uses and minerals programs.
RAYMOND NEIWERT, Forester, Sawtooth NRA - For good work in special uses and minerals programs.
FRANK CUTLER, Forestry Technician, Sawtooth NRA - For outstanding performance in preparing and executing the L&L concession permit.
ED CANNADY, Forestry Technician, Sawtooth NRA - For outstanding performance in working with the outfitter and guides program.
DONALD G. OMAN, Twin Falls Ranger District - $650 for coordinating and preparing the draft Sawtooth National Forest Predator Management Plan.

TARGHEE NATIONAL FOREST

Cash
JERI TAVENNER, Support Services Specialist, Dubois RD - For leadership and coordination in implementing the new management of the YCC program.
TIMMOTHY KAMINSKI, Wildlife Biologist, SO; MARYNELL OECHSNER, Wildlife Biologist, Teton Basin RD; RICK NEWTON, Wildlife Biologist, Ashton RD; NANCY HOFFMAN, Wildlife Biologist, Ashton RD; JILL KELLEY, Wildlife Biologist, Island Park RD; DANIEL TROCHTA, Supervisory Wildlife Biologist, Island Park RD and RICHARD WELCH, Wildlife Biologist, Island Park RD - $250 each for valuable contributions in developing progressive grizzly bear management direction on the Forest.
IRA SPAULDING, Small Craft Operator, Palisades RD - For outstanding performance in accomplishing targets during a reduced budget year and for involvement in civil rights/EEO/workforce diversity.
MARTHA E. MERRIL, Resource Assistant, Ashton RD - For outstanding support and contributions to the success of the District's recreation and wilderness program while helping the Agency accomplish other objectives through numerous off-Forest details.
WILLIAM KIRCHHOFF, Resource Informational Specialist, and ROBERT R. BOYLES, Computer Assistant, SO - For a commitment of time and expertise in applying GIS technology to grizzly bear conservation efforts on the Forest during 1992-93.
RANDALL R. FREDERICKSEN, Engineering Equipment Operator Foreman, SO - $500 for sustained superior performance resulting in his selection as the Intermountain Region "Engineer of the Year' in the Technician Category. (RO award)
JACKIE YOUNG, Mail/File Clerk, SO - For reconciliation of property records exceeding RO expectations.

Quality Increase
KEITH BIRCH, Fire Management Officer, SO - For leadership in establishing a coordinated fire training academy for eastern Idaho. He initiated a cooperative agreement between the Idaho Falls District of the Bureau of Land Management, the Caribou National Forest, the Shoshone-Bannock Tribal Nation and the Targhee Forest.
KRISTINA M. DREWES, Forestry Technician, Ashton RD - For consistently taking on many additional duties and completing all the work with a high degree of professionalism.
JIM HENRIKSON, Personnel Officer, SO - For providing outstanding leadership, coordination and cooperation in all personnel-related functions during FY 1993.
WANDA ADAMS, Supervisory Management Analyst, SO - For providing consistently outstanding leadership, planning, coordination and supervision of the Support Services section on the Forest during FY 1993.
MARY NESS, Office Automation Clerk, SO - For consistently exceeding normal work requirements while assuming other duties and exceeding customer expectations.
KATINA HARRISON, Office Automation Clerk, SO - For consistently exceeding normal work requirements while assuming the responsibility of the duties of co-workers during their absence.
LORI ROWBURY, Personnel Clerk, SO - For exceeding expectations in her normal work requirements and assuming the duties of a vacant position. She willingly took on responsibility in any area that needed catching up.
GENE HARDIN, Forester, Island Park RD - For sustained superior performance in dealing with the recreation and special use program on the District during FY 1993.

Spot
GREG SORENSEN, Range Conservationist, Teton Basin RD - For coordinating the District's recycling program. He provided supervisory support to employees who assisted.

TOIYABE NATIONAL FOREST

Cash
DAVID L. GREENE, Supervisory Civil Engineer, SO - $500 for sustained superior performance resulting in his selection as the Intermountain Region "Engineer of the Year" in the Managerial Engineer Category. (RO award)

UINTA NATIONAL FOREST

Cash
VALERIE YOUNG, Resource Clerk, Heber RD - For exceeding all performance elements.
GAY LYN HADFIELD, Information Receptionist, Heber RD - For superior performance.

Quality Increase
KIM MARTIN, Forest Engineer, SO - For exceeding his engineering duties.

WASATCH-CACHE NATIONAL FOREST

Cash
LISA JACKSON, Support Services Specialist, Ogden RD - For continued, outstanding support to the Forest Law Enforcement Program.
TAMRA MONTORO, Information Receptionist, Ogden RD - For dedicated and continuing support to the Forest Law Enforcement Program.
BRUCE PEASE, Forestry Technician, SO - For developing a good working relationship with the Utah Air National Guard to obtain their continual assistance in setting up the Salt Lake Aerial Tanker Base.
JOREEN M. HALL, Support Services Supervisor, SO - For superior performance in all areas of her job.
LISA JACKSON, Support Services Specialist, Ogden RD - For outstanding performance and for giving exceptional quality service to employees in budget planning and execution.
GLORIA MCCABE, Personnel Officer, SO - For superior performance in all areas of her job for both the Forest and the Geometronics Service Center during FY 1993.
ELAYNE PARKER, Personnel Management Specialist, SO - For performance of her job for both the Forest and the Geometronics Service Center.
SONIA PAGE, Personnel Clerk, SO - For continuous achievements in providing quality personnel services to the employees of the Forest.
MELANIE WHITESIDES, Personnel Clerk, SO - For continuous achievements in providing quality personnel services to the employees of the Forest.
JANET HOLLAND, Resource Assistant, SO - For superior performance in all areas of her job during FY 1993.
MARK HILTON, Electronic Technician, SO - For sustained superior performance in working and helping the Forest during FY 1993 in the telecommunications area—includes radio, microwave, data, and telephones.
KEN BROWN, Telecommunication Specialist, SO - For superior performance in all areas of his job during FY 1993.
ERICH ROEBER, Landscape Architect, SO - For extra effort in construction and volunteer supervision at the Mirror Lake Campground and Maple Grove Picnic Area during the summer of 1993.
WAYNE PADGETT, Forest Ecologist, and PAUL FLOOD, Soils Scientist, SO - For an outstanding commitment to excellence. The Uinta Mountain Ecosystem Management Project document will serve as a template for others in moving the agency forward with ecosystem management.
CONNIE MCCAUGHEY, Support Services Specialist, Logan RD - For outstanding support of the Second Dam Recreation Site Project through timely and expedited procurement of materials and service.
MEAD HARGIS, Outdoor Recreation Specialist, Kamas RD - For sustained superior performance in providing outstanding leadership in positive public involvement, natural resource stewardship and applications of scientific and innovative techniques to complex management problems.
JANET JOHNSON, Outdoor Recreation Planner, Kamas RD - For outstanding initiative and excellence in building relationships and securing partnerships for important public service projects.
GAROLD ATKINSON, Supervisory Forestry Technician, Kamas RD - For excellence in quality customer service by exceeding requirements for management of water systems.
CHIP SIBBERNSEN, Forester, Logan RD - For performance at a level substantially exceeding an acceptable level of competence in the administration of the recreation program on the District.

Length of Service
MARK HILTON, Electronics Technician, SO - 5 years
PAUL COWLEY, Fisheries Biologist, SO - 5 years
NANCY BRUNSWICK, Student Landscape Architect, Logan RD - 5 years
THOMAS KIMBROUGH, Meteorological Technician, Salt Lake RD - 5 years
MELANIE WHITESIDES, Personnel Clerk, SO - 10 years
WAYNE PADGETT, Ecologist, SO - 10 years
L. J. WESTERN, Information Assistant, Logan RD - 10 years
ROBERT CRUZ, Forester, Salt Lake RD - 10 years
RONALD PLATH, Civil Engineer, SO - 20 years
CLARK OSTERGAARD, Landscape Architect, SO - 30 years
LARRY G. JACKSON, Fleet and Equipment Specialist, SO - 35 years
VERNON CREASAP, Physical Scientist, SO - 35 years

Quality Increase
LARAE JOHNSEN, Resource Clerk, Ogden RD
MELISSA BLACKWELL, Kamas District Ranger

OTHER
ANNE BOEDER, Group Leader of Digital Mapping, GSC - $700 for exemplary leadership of the Intermountain Region Civil Rights Action Team (CRAT) from November 1992 to October 1993.

Roll Call

REGIONAL OFFICE

Promotion
FRANK QUINTANA, Regional Safety Officer, to National Safety Officer (WO)

Retirements
DAYTON NELSON, Assistant Director, E
ROYD VAN ORDEN, Electronic Technician, IS
BILL PRICE, Regional Fire Coordinator, A&FM
ROY KECK, Aviation Safety Officer, A&FM
LARELIA JONES, Employee Relations Specialist, PM
BILL MILLER, Regional Leasable Minerals Specialist, MAM
EDWIN R. BROWNING, Director, MAM
PHIL JOHNSON, Regional Interpretive Service Coordinator, R&L

ASHLEY NATIONAL FOREST

Promotions in Place
MARY SANCHEZ, Support Services Supervisor, Duchesne RD
JODEAN WILLIAMS, Support Services Supervisor, Vernal RD

Reassignment
WILLIAM J. GASOW, Forester, Gold Beach RD, Siskiyou NF (R-6), to Supervisory Forester, Roosevelt RD

BOISE NATIONAL FOREST

Appointment
JASON DAVIS, Student Trainee (Information Receptionist), Mt. Home RD

Promotion
DENNIS CALLAGHER, Forestry Technician, Eldorado NF, to Forestry Technician, SO

Promotion in Place
MYRA BLACK, Range Conservationist, Mt. Home RD

Reassignments
LEAH JUARROS, Soil Scientist, Klamath NF, to Soil Scientist, SO
NORMAN NASS, Forester, Sequoia NF, to Forester, SO
JOHN FULLER, Forestry Technician, Clearwater NF, to Forestry Technician, Cascade RD
BECKY JENISON, Engineering Technician, Malheur NF, to Information Receptionist, SO
TAMARA JENNER, Computer Specialist, Umatilla NF, to Computer Specialist, SO
DEIRDRE DETHER, Forester, Wallowa-Whitman NF, to Forester, SO

Resignations
LISA VERNON, Acting Mt. Home Deputy District Ranger/Civil Engineer at the SO
DEBORAH CORN, Information Assistant, Mt. Home RD

Retirement
TRUMAN PUCHBAUER, Timber Staff Officer, SO

BRIDGER-TETON NATIONAL FOREST

Appointment
KELLY WEAK, Resource Clerk, SO

Promotion
GREG SMITH, Public Affairs Specialist, SO, to Public Affairs in the WO

Promotions in Place
DALE DAWSON, Forestry Technician, Jackson RD
ROSEMARY HOUSER, Support Services Specialist, Greys River RD
MARTIN SAXTON, Forestry Technician, Big Piney RD

Resignation
WILLIAM MOYER, Civil Engineering Technician, SO

CARIBOU NATIONAL FOREST

Promotion
JENNIE VAN ORDEN, Contract Specialist, RO, to Supervisory Contract Specialist, SO

Promotions in Place
SHERYL COOK, Support Services Specialist, Montpelier RD
KIMBERLY CHIPMAN, Land Use Planning Specialist, SO

Reassignment
ERIC MATTSON, Forester Technician, Montpelier RD

Retirements
ALBERT WHITWORTH, Engineering Equipment Operation Leader, SO
CHARLES HALL, Land Surveyor, SO

CHALLIS NATIONAL FOREST

Promotion
DARRYL GOWAN, Wildlife Biologist, Deschutes NF, to Fisheries Biologist, Yankee Fork RD

Promotions in Place
LINDA FOSTER, Support Services Specialist, Lost River RD
DENISE CAMPER, Support Services Specialist, Yankee Fork RD

Reassignments
KENNETH MEYER, Fisheries Biologist, Shasta-Trinity NF, to Fisheries Biologist, Yankee Fork RD
JANICE PISANO, Fisheries Biologist, Yankee Fork RD, to Fisheries Biologist, SO

DIXIE NATIONAL FOREST

Promotions
PAMELA L. SALMOND, Clerk Typist, SO, to Office Automation Clerk, SO
MARY K. STATHIS, Mail and File Clerk, SO, to Support Services Supervisor, SO

Promotions in Place
KENNETH R. GOULD, Civil Engineer, SO
RANDALL R. HAYMAN, Forester, Cedar City RD

FISHLAKE NATIONAL FOREST

Appointment
MABEL DUVALL, SCSEP Enrollee, Beaver RD

Promotion in Place
KREIG RASMUSSEN, Wildlife Biologist, Richfield RD

Reassignments
KENT TRAVELLER, Landscape Architect, Loa RD, to Forester, Dixie NF (SO)
DAVID BELL, Forester, Powell RD, Dixie NF, to Forester, Loa RD
ANN ROBINS, Student Trainee (Range Conservationist), Logan RD, Wasatch-Cache NF, to Range Conservationist, Fillmore RD
ROBERT CAMPBELL, Ecologist, Missoula Forestry Sciences Lab, to Ecologist, SO

Resignation
LISA PENNEY, Mail and File Clerk, SO

HUMBOLDT NATIONAL FOREST

Promotion
GARY CAMPBELL, Supervisory Civil Engineer, Plumas NF (California), to Supervisory Civil Engineer, SO

Promotion in Place
CLARE JOSAITIS, Natural Resource Specialist, Jarbidge RD

Retirements
AL REUTER, Minerals Staff Officer, SO
JERRY DAVIS, Forest Planner, SO

MANTI-LA SAL NATIONAL FOREST

Promotions in Place
WILLIAM R. BROADBEAR, Forester, Price RD
VERA NICKAS, Resource Specialist, SO

PAYETTE NATIONAL FOREST

SALMON NATIONAL FOREST

Promotions
SHERRY A. JACOBS, Mail and File Clerk, SO, to Lead Mail and File Clerk, SO
CHRIS R. HEITSTUMAN, Lead Forestry Technician, Cobalt RD, to Supervisory Forestry Technician, Cobalt RD

Promotions in Place
BRIAN J. WATTS, Range Conservationist, Leadore RD
WILLIAM B. BAER, Forestry Technician, Cobalt RD
JOSEPH D. CARVELHO, Forestry Technician, SO

Reassignments
RICHARD T. RODGERS, Forester (Adm.), Leadore RD, to Range Conservationist, SO
KATHY E. SEABERG, Information Assistant, Cobalt RD, to Business Management Assistant, Cobalt RD

Retirement
THEODORE R. MAESTRETTI, Mining Engineering Technician, North Fork RD

SAWTOOTH NATIONAL FOREST

Appointment
DIANA J. CHAMBLEE, Resource Clerk, Sawtooth NRA

Promotions
ROSHANNA L. STONE, Archeologist, Wallowa-Whitman NF, to Archeologist, SO
DEBRA L. BUMPUS, Wildlife Biologist, Plumas NF, to Wildlife Biologist, Sawtooth NRA

Promotions in Place
STEVEN J. SMITH, Range Conservationist, Burley RD
SHANNA ROBINSON, Support Services Clerk, Ketchum RD
JACKIE RICHTER, Information Receptionist, SO

Reassignments
TAMARA CLARK, Forestry Technician, Six Rivers NF, to Forestry Technician, SO
CATHY L. CRAWFORD, Personnel Clerk, Nez Perce NF, to Information Receptionist, SO
GORDON F. STRUTHERS, Forester, Wallowa-Whitman NF, to Minerals Management Specialist, Burley RD

Retirements
ROGER STEEN, Visual Information Specialist, SO
JOHN MADDEN, Fairfield District Ranger

TARGHEE NATIONAL FOREST

Promotion in Place
CORNELIA HURST, Information Assistant, Dubois RD

Reassignment
ANGELA K. FARR, Personnel Management Specialist, Lolo NF, to Personnel Management Specialist, SO

Retirement
FRED PECK, Forester, SO

TOIYABE NATIONAL FOREST

UINTA NATIONAL FOREST

Appointments
LEA FLEMING, Office Automation Clerk, SO
PETREA BENTLEY, Personnel Clerk, SO

Promotion
FAUN DENE CUMMINGS, Clerk/Typist, Pleasant Grove RD, to Resource Clerk, Pleasant Grove RD

Promotion in Place
KATIE FOREMAN, Personnel Clerk, SO

Retirements
JUAN SPILLETT, Fisheries Biologist, SO
MELBA RASMUSSEN, Accounting Technician, SO
HELEN WOODS, Program Assistant, SO

WASATCH-CACHE NATIONAL FOREST

Promotions in Place
LISA JACKSON, Support Services Specialist, Ogden RD
CONNIE MCCAUGHEY, Support Services Specialist, Logan RD
KATHY STACY, Support Services Specialist, Evanston RD
MARCI BODELL, Support Services Specialist, Salt Lake RD

Reassignments
L. J. WESTERN, Information Assistant, SO, to Information Assistant, Logan RD
SUSAN GIANNETTINO, Forest Supervisor, SO, to Rural Development and Legislative Coordinator (located in Pinedale, Wyoming, but reports to the Regional Forester)
TRACY ABELSEN, Wildlife Biologist, North Bend RD, Mt. Baker/Snoqualmie NF, to Wildlife Biologist, Evanston RD

Retirement
LAVERNE MITCHELL, Accounting Technician, SO

AN IMPRESSIVE FOREST SERVICE CAREER IS OVER

BEVERLY HOLMES, Deputy Regional Forester in R-5, retired on January 7. By now, she probably has moved to Hawaii where she will spend her first 6 months sleeping and the next 6 months watching the waves. Who's not envious over that agenda? Before her R-5 tour of duty, "Bev" was an Assistant Director of the Intermountain Research Station.

NATIONAL PERSONNEL CHANGES

JOAN COMANOR has been named Deputy Chief for State and Private Forestry, the position left vacant when Al West retired in 1993. She leaves the position of Director of Land Management Planning for the National Forest System (Washington Office).

JAMES C. SPACE is the new Director of the Pacific Southwest Research Station, the job vacated by Barbara Weber's move. Space has been serving as Acting Associate Deputy Chief for State and Private Forestry in the Washington Office.

BARBARA WEBER has been appointed Associate Deputy Chief for Forest Service Research. Eldon Ross retired from this position in February. For the past 3 years, Barbara has been Director of the Pacific Southwest Research Station in Albany, California.

THOMAS E. HAMILTON will be the Director of the Forest Products Laboratory in Madison, Wisconsin. Hamilton has been the Associate Deputy Chief of Forest Service Research in the Washington Office.

Our own Deputy Regional Forester of Resources, ROBERT JOSLIN, has been named Regional Forester of the Southern Region (R-8). Congratulations!!!

OBITUARIES

HENRY LOUIS KETCHIE died January 5, at age 80, in San Antonio, Texas. He was born in Evanston, Wyoming.

Ketchie graduated from Utah State Agricultural College in Logan, Utah. He was a career professional forester with the USDA Forest Service, serving throughout the Intermountain West. Accomplishments of which he was most proud include his appointment as District Ranger of the Island Park District of the Targhee National Forest (Idaho), his assistant supervisory position on the Wasatch National Forest (Utah), and his appointment to recommend wild and scenic river and primitive/wilderness areas on approximately 18 million acres in the West for official designation in the National Forest Management Act.

Early in his career, Ketchie worked on the Yellow Jacket Ranger District of the Salmon National Forest (Idaho) where he could get to remote and primitive areas only by horseback and pack mules. The stories he would tell of those days were filled with great adventure. He was truly one of the last of the saddle horse rangers.

Ketchie lived his life as a dedicated public servant. Next to his family, he considered his stewardship of public lands his greatest responsibility in life.

JAMES ROBERT "BOB" HARRIS, 77, died of a heart attack in Ashton, Idaho, last October. In the late 1930's, Bob was an enrollee of the Civilian Conservation Corp working for 2 years in the Salmon, Boise and French Creek areas. For 13 years, he was a fishing guide at Yellowstone Lake and he spent another 13 years as a state beaver trapper. He worked 24 years for the Forest Service, retiring in 1978. His Forest Service duties were to take care of 4 improved campgrounds and 21 unimproved campsites by planting tees and grass, making tables and signs, cleaning litter from roadsides for 128 miles, painting garbage cans and making paths and toilets for campers.

Bob's Forest Service supervisors included: Grant Morse, Gordon Watts, Al Wright, Bob Tracy, Darrol Fluckiger, George Olsen and Mr. Hahn. The Rangers he worked under were Otis Slavin, Rex Naanes, Bert Reese, Bob Pattee, Pete Walker, Bert Webster and Gordon Colby.

He was in the U.S. Army Air Corp with missions in Africa and Italy. Citations include a bronze campaign star, two silver campaign stars, a bronze star medal, European/African/Middle Eastern theater ribbons and a good conduct ribbon. He was a lifetime member of the American Legion, Veterans of Foreign Wars and Disabled American Veterans.

Bob loved the outdoors and people. He combined the two by planting trees and making wooden name signs. He also took special pride in his flowers. His garden was planted with hundreds of wildflowers, trees and shrubs all growing in profusion as nature intended them to do.

WAYS TO EXPERIENCE DIVERSITY

- Turn out all the lights in your room and try to get out of bed and get dressed.
- Watch a television show with the sound turned off and see how much you actually understand.
- Ask your friends and co-workers to stop telling bigoted jokes in your presence.
- Stop asking your co-worker to get the coffee, type or take notes, just because she's a woman.
- Write down 10 stereotypes you have about different cultures, then write down ways you can rid yourself of them.
- Write a television station to compliment or criticize their coverage of culture/class issues.
- Write a letter to your local newspaper about your experience as an oppressed culture in the community.
- Contact a business to comment on how diversity is positively or negatively represented in their advertising.
- Stop assuming that all men have girlfriends or wives and all women have boyfriends or husbands and adjust your language accordingly.
- Make a list of 10 things unique to your culture and share them with someone who wants to learn about them.

These are 10 of the 50 ways of experiencing diversity shown on a handout Lee Peters and Mike Ellis, Weber State University, gave out as part of their presentation on "Promoting Unity and Appreciation for All: Understanding; Communications; Sensitivity" at the February 24-25 Multicultural Conference for Ogden Forest Service employees. If you are interested in seeing all 50, contact Colleen Anderson, R04A, and she will send you a copy.

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THUNDER MOUNTAIN

Thunder Mountain is on the Payette National Forest near the head of Monumental and Marble Creeks. A gold rush began in the Thunder Mountain district in 1901, spawning the towns of Roosevelt, Thunder City and Belleco. Only 8 years later, after the gold rush faded, a large landslide turned the town of Roosevelt into a lake. Today, the waters of this remote lake ripple over the remains of perhaps the most isolated mining town in Idaho.

The 1901 gold rush was intense and involved thousands of diverse people. Horse and mule trains loaded with supplies wove their way through the rugged Salmon River mountains to meet the needs of these people. A major transportation route, the trail from Salmon City to Thunder Mountain, was nearly 120 miles and took at least a week's time to travel.

One of many prospectors in this area was George Moyer. He prospected throughout the Leesburg, Loon Creek and Moyer Creek areas in the late 1800's. One evening at a local saloon, Moyer was down on his luck and borrowed money from his gambling companions in order to stay in the game. At the end of the evening, Moyer's luck began to change. Collecting his winnings, Moyer left, apparently forgetting to pay back his earlier loans.

Moyer was followed by two of his gambling companions and a violent dispute over the debts took place on the Thunder Mountain Trail. The argument ended when Moyer was shot. Badly injured, he crawled up the trail for over a mile before dying. He was found by a couple of friends and buried. His grave monument is a memorial to wilder times on the River of No Return.

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